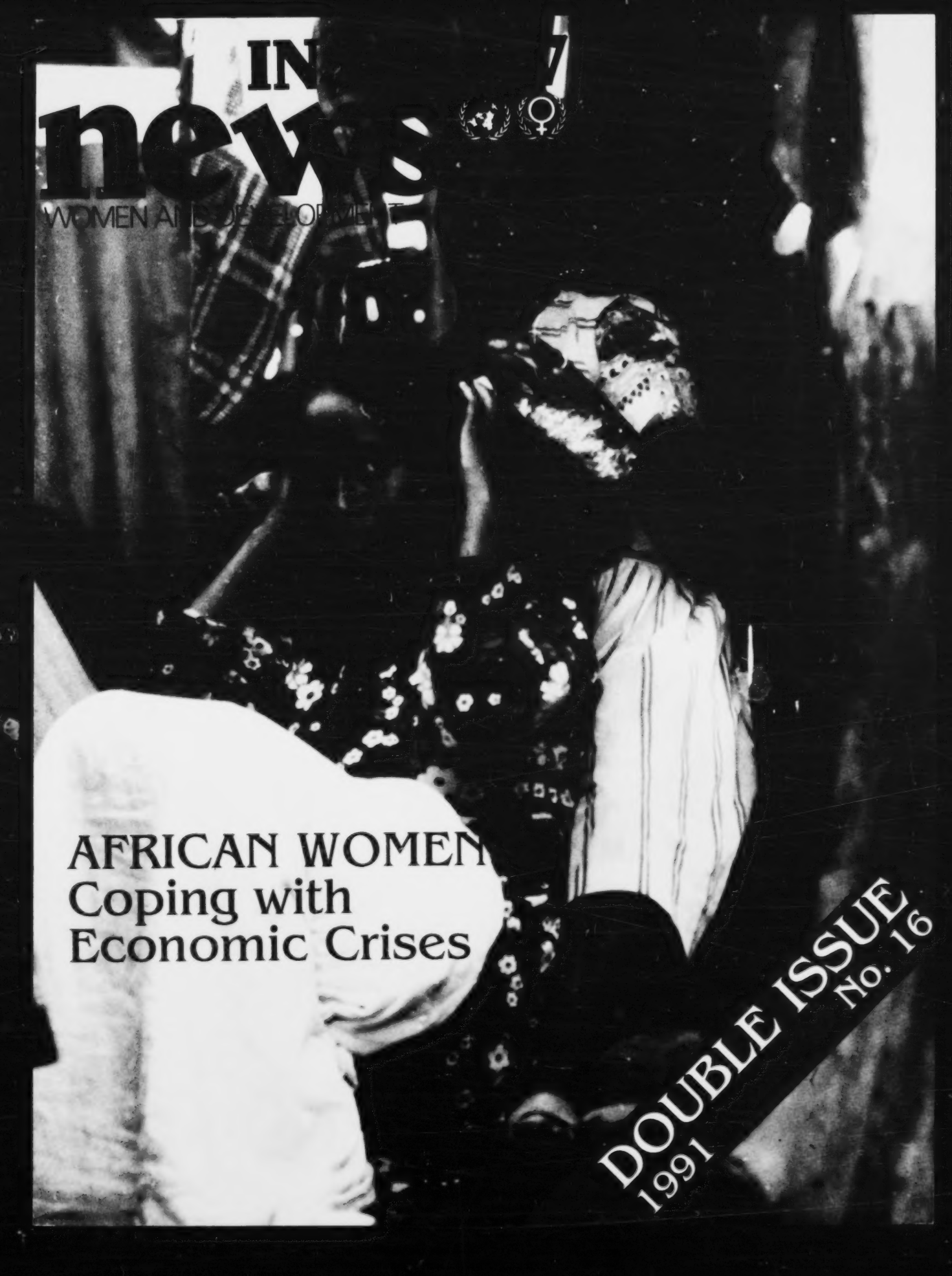
IN
WOMEN AND DEVELOPMENT
AFRICAN WOMEN
Coping with
Economic Crises
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Editorial

Women constitute nearly 40 per cent of the total work force in sub-Saharan Africa, and their numbers are growing exponentially. The status of women on that continent, with its bleak economic and social outlook, is especially difficult, given the increasing numbers of female-headed households, women with AIDS, women refugees, and the prevalence of disease, drought and civil strife. In Africa, more than half of all economically active women are self-employed -- which in most cases means they work in the informal sector of the economy, doing agricultural subsistence work, selling food at market, working as domestic servants or factory outworkers. They are illiterate, unskilled and impoverished. Yet their labour plays a key role in the survival of millions of families. In some African nations, they represent more than half of all informal sector workers, contributing up to one-third of the gross domestic product.

The informal sector has been described as "the major development agent for employment creation, income generation and social stabilization" in the 1990s. Its continued growth, particularly in developing countries, is beyond question. What is at issue is whether this broad swathe of economic activity -- absorbing a youthful labour force of 300 million people world-wide who cannot find employment elsewhere -- should be allowed to expand, unregulated and unprotected, or whether it should be brought within the formal structures of work.

To solve the dilemma, the United Nations is attempting to improve African women's role in the informal sector. INSTRAW's contribution has been primarily in the field of statistics, where its work -- hailed as "groundbreaking" -- has demonstrated that existing data can be used to evaluate women's economic contribution. These estimates are in turn used by Governments in formulating policy and by the international community in general in providing training, credit and other vital inputs to keep the sector relatively healthy.

INSTRAW News 16 focuses on the situation of African women in the informal sector and on the United Nations project *(lead article, page 2)*. Recommendations made at INSTRAW workshops in Africa for revising various economic concepts and statistical methods are discussed *(page 7)*, as are proposals for macroeconomic policy design aimed at making informal activities more productive *(page 16*, and in the flyer which constitutes the supplement to this issue). A related article details a proposed interregional approach to strengthening women's involvement in the sector *(page 11)*. A brief illustration of the situation of female informal operators in INSTRAW's host country, Dominican Republic, appears on page 13, and a selected bibliography on page 15.

This issue introduces a new format to the publication, organized around sectors of concern to WID specialists. Under "Women and Environment", for example, preparations for the United Nations Conference on Environment and Development (Earth Summit, Brazil 1992) are discussed, including the Institute's new programme on women, environment and sustainable development *(page 26)*. INSTRAW's work on statistics, credit, energy, water and sanitation, and elderly women is also described, and proposed research on women and AIDS is outlined. "WID World-wide", another new section, highlights WID activities both within and outside the United Nations system.

INSTRAW's work on the informal sector is one of its main programmes of activities, and will provide crucial input to the 1993 International Conference of Labour Statisticians. The International Labour Organisation has targeted the informal sector as "one of the most difficult policy questions currently facing the world of labour"; reader feedback on this issue of *INSTRAW News* is welcome. □

READEX FICHE

INSTRAW Project on the Informal Sector in Africa Attempts Statistical Breakthrough

"There is a lot of dynamism in the informal sector, and women are the most important part of that sector," says Henri Bazin, Chief of the Division for Regional Programmes and Senior Economic Adviser at UNDP's Regional Bureau for Africa. UNDP – the United Nations Development Programme – is funding a $2.7-million inter-agency project on improving the role of African women in the informal sector, in which INSTRAW has played a key role.

In Africa, he adds, such a goal "means a lot – perhaps much more than in other regions of the world. When you talk about indigenous small enterprise, you are really talking about women, because they are the best-known practitioners of the art, or the profession. They have had to do this not only to take care of their own needs, but also those of their families.

"Many, many famous people who are now on the news –many Heads of State, doctors and ministers – have actually been raised on the proceeds of the women in the informal sector," says Bazin. "And given the current African crisis, one could say that the informal sector itself has been called on to play an increasing role in the very survival of African society. This is one reason why it has been allowed to flourish as much as it has."

The informal sector – roughly defined as the "invisible" part of the economy, whose workers are engaged in petty trade, domestic tasks, food processing and industry, often without remuneration – has received increasing attention from development planners as stagnant and declining economies swell the ranks of the unemployed. In Africa in particular, the sector is being viewed as a safety valve through which thousands of heads of household, the vast majority of them women, will escape destitution and abject poverty. Given that the continent's present population of 642.1 million will more than double to 1.6 billion by the year 2025, this capacity for absorption is excruciatingly urgent.

"There is increased pressure on land, and people are seeking other sources of cash," explains Marilyn Carr, head of the technical support unit at the United Nations Development Fund for Women (UNIFEM), another international agency involved in projects on the informal sector. "More and more women, especially from rural areas, are coming into the sector, and a large proportion of them turn to non-agricultural activities, such as food processing and trading."

> *"The informal sector plays an increasing role in the very survival of African Society."*
>
> *Henri Bazin*
> *UNDP*

That dramatic influx of women into the sector – in some countries they constitute more than half of all informal operators – has also meant that women, who tend to be involved in similar kinds of work and to offer similar goods and services, compete among themselves, which concerns the development community. As a result, the Africa project focuses on women's informal sector activities in three key sectors: industry, trade and services. Its long-term goal is to make those activities more productive, and its strategy is concentrated in policy, statistics and training. Four countries – Burkina Faso, Congo, the Gambia and Zambia – have been chosen for conducting case studies, based on the availability of the requisite data on women in the sector.

Urgent Need to Help African Women

The most pressing economic and environmental problems faced by the world today are all converging on the African continent to create a crisis of unprecedented proportions. The economic downturn of the 1980s, with its attendant rise in debt and austerity measures that cut back on social spending in developing countries; desertification and drought that have impoverished vast segments of the population, deprived them of adequate water and sanitation facilities and caused massive rural-to-urban migration; relentless ethnic conflicts and civil wars, and the AIDS epidemic are all taking a toll. Consider the following statistics:

- At least 21 per cent of African households are now headed by women; in some rural areas, the figure is closer to 50 per cent.
- Nearly half of all women in Africa between the ages of 15 and 49 have anemia, a reliable indicator of malnutrition; more than 100 million Africans lack sufficient food.
- In sub-Saharan Africa, 325 million people – 52 per cent of the population – were living in absolute poverty in 1989, including 70 per cent of African city dwellers.
- 80 per cent of the impoverished (most of them women) live in rural areas, and in sub-Saharan Africa, rural

women outnumber urban women by more than two to one; 30 per cent of all rural households are landless.

- Fertility rates in Africa are among the highest in the world.
- In many African countries, nearly as many women as men – just under 1 per cent of the entire sub-Saharan population aged 15 to 49 -- are infected with the AIDS virus. The average female life expectancy in sub-Saharan Africa is 53 years.
- Women and children constitute one-third of all the refugees in Africa.
- The illiteracy rate for sub-Saharan women aged 20-24 was 49.2 per cent in 1990.
- 24 per cent of the continent's forests have disappeared over the past 40 years, putting increased pressure on women, the primary collectors of fuelwood and producers of up to 80 per cent of all food in Africa.

Looking at women's role in the African economy, the outlook is equally bleak. While the percentage of the economically active population who are wage earners is lower for women in Africa than in other regions (30 per cent in 1985), the proportion of women informal operators is much higher. Some 59 per cent of all economically active women in sub-Saharan Africa are self-employed – a term that generally refers to informal sector activities (after excluding the professions, of which African women constitute a mere fraction).

Agriculture employs 79 per cent of all economically active women aged 15 or older. In services, women represent two-thirds of all informal sector producers in Africa. They work an average 67 hours per week, including unpaid housework, while the average for men is 54 hours. Among men and women alike, the number of unemployed increased fourfold between 1979 and 1989.

"Real wages have fallen in most of sub-Saharan Africa over the past decade, and have declined the most for unskilled workers -- the urban poor", reports the Worldwatch Institute. And yet more African women than men are migrating to urban areas in search of work. Women's share in the sub-Saharan labour force actually declined 2 per cent between 1970 and 1990, due to the severely deteriorating economy, and this despite the continent's burgeoning population growth. Industry, which is generally concentrated in urban areas, contributes only 10 per cent of all jobs for women in that region -- which means that the informal sector has become the number-one employer in most cities, for both men and women. For women, the work consists primarily of petty retail, food processing, small-scale industry and personal services; prostitution and other illegal activities are sometimes included in the list as well.

Dahomean women at a meeting discussing their problems. Cotonow, Dahomey.
UN photo

Even in agriculture, the traditional domain of sub-Saharan women, their share dropped to 81.8 per cent in 1985 from 87 per cent in 1970. While these figures appear to underestimate the large numbers of women who provide seasonal wage labour, it is clear that the depleted soil, combined with the topographical limitations of the African continent, are working against them.

In short, women in the African informal sector tend to be poor, migrants, illiterate and unskilled. Their wages are low, and generally lower than men's; they work a "double day", but have no job security or governmental protection, and they lack credit, access to technology and legal rights, including land ownership.

Diversification is Crucial

AIDS has had an especially devastating impact on African women. "More and more women are walking out on their husbands" who are infected with the disease, says UNIFEM's Carr, "adding to the flood of women seeking opportunities in the informal sector." All these new entrants are seeking a livelihood from the same base of un-skilled activities, which is why Carr believes that diversification is the key.

"Credit is not the answer," she insists. "If women have no skills, or are all doing the same thing and have no market, different techniques of production are required, and not just handing out credit. It's more a question of linkages than of funding; women with a background or interest in a particular occupation need to be linked up with training centres and national women's machineries."

UNDP's Bazin agrees. "To diversify is not as easy as might seem to be the case, because very often it can mean getting out of the informal sector itself. However, there are still some opportunities offered by the sector into which people could diversify. There are people who start by selling food, for instance; after some time, they get enough money to buy clothes for sale, or they can set up a grocery." *(See related story on Dominican women p. 13).*

"But my impression is that the possibilities of diversification are rather limited, and one of the reasons is not only the nature of women's activities but also access to credit," he adds. "To diversify is really to go into the unknown, and to do that, you need new skills and opportunities that may not be readily available.

Woman in Gagnoa, Ivory Coast, bringing mid-day meal to workers. (Photo: United Nations)

"Also, in the informal sector itself, there is almost an unspoken division of labour between men and women" which represents some limits to diversification, he says. "There are certain things that men are doing that it would be difficult to imagine a woman doing, like being a locksmith or having an auto repair shop, which is very much part of the informal sector. Men are supposed to get the fish, and women are supposed to dry it. So the social traditions are very important."

Four Countries Reflect African Diversity

Why is the international community focusing on Africa? Because it is now abundantly clear that in order to help Africa, the world must help African women.

The four countries participating in the informal sector project reflect the physical, cultural and economic diversity of the continent as a whole. The Gambia, in English-speaking West Africa, is a virtual microstate, surrounded by francophone Senegal on three sides; only 23 per cent of the population of 900,000 is urban. Many Gambians do "border trade" in electronic equipment. Low import duties were established to attract commerce, but the country spends about 20 per cent of its yearly revenues on importing rice, and malnutrition is on the rise. However, market-oriented policies have spurred high growth and slowed inflation: Production of groundnuts and cotton is increasing, tourism receipts are up and foreign investment has blossomed.

According to data compiled by INSTRAW from national censuses, household surveys, administrative records and other sources, 69 per cent of Gambian women aged 15 and over are economically active, and 88 per cent of them work in the informal sector, selling vegetables or groundnut at market or retailing household goods, homemade cosmetics, self-processed roots or colouring powder from leaves. If agriculture is excluded from that figure, however, women informal sector operators represent a scant 9.5 per cent of economically active females, and most of them work in trade. Globally, the female informal gross domestic product (GDP) is 25 per cent of the national total.

These data contrast markedly with those for Zambia, the other English-speaking country in the project. In Zambia, a landlocked front-line State the urban population accounts for 50 per cent of the total 8.5 million; 39 per cent of all women live in urban areas, working in petty retailing, community, social and personal services. When agriculture is left out, 17.6 per cent of the economically active women are engaged in informal activities.

Considering that Zambia is one of the five most indebted countries in the developing world, the increasing importance of women's informal earnings to total family income in the 1980s was hardly surprising. The 34.5 per cent female share of the informal GDP is indeed remarkable.

For decades relying on its copper and cobalt for foreign currency, the country was crippled in the 1980s by myriad factors: the plummeting prices fetched by those commodities; payments on a foreign debt that was more than three times the amount of its GNP; drought, and rampant malnutrition. With the highest female fertility rate of the four countries – an average of 7.2 children born to each mother – Zambia is resolutely attempting to brake its population growth rate and reverse rural-to-urban migration.

Burkina Faso is a primarily Muslim, former French colony in West Africa. About 92 per cent of its 9 million people work in subsistence agriculture (where women predominate), with four food processing industries – dolo, peanut oil, shea butter and soumbala – accounting for 49 per cent of all people employed. Foreign aid represents almost half of the total GNP, and the people of Burkina Faso are heavily dependent on earnings sent home by compatriots from neighbouring Côte d'Ivoire.

In Burkina Faso, 80.4 per cent of women are economically active – the highest proportion for any of the four countries. Women also comprise two-thirds of the informal sector operators, officially classified as unpaid family workers. Their life expectancy in 1985-1990 was only 48.9 years; but then, the country is ranked as one of the poorest in the world.

Congo has been called "Africa's only Marxist-capitalist country". After developing a cumbersome parastate sector that weighed heavily on the nation's lean resources, this francophone nation discovered oil, of which it soon became one of the largest producers in sub-Saharan Africa. With a population of 2.3 million in 1990, it views its growth rate as too low, and is endeavouring to raise fertility levels, currently at 6.3 births per mother. (For Africa as a whole, the 1990 rate was 6.0; in other developing regions, it varied from 3.0 in Eastern Asia to 5.4 in Southern Asia between 1985 and 1990.)

Fewer statistics and indicators are available on Congo than on the other project countries. Nevertheless, available data indicate that more than 37 per cent of the economically active population is employed in the informal sector. Just over 49 per cent of all women are economically active, and in the informal sector, trade is the major occupational sector for women (67.8 per cent). Women contribute 39.3 per cent of the total informal GDP, and 40 per cent of the population is urban.

Remedies for an Ailing Economic Sector

What can be done to help women overcome the constraints on their economic well-being? "The demand for female labor in the formal sector needs to be expanded by promoting labor-intensive domestic as well as export industries, such as leather products, electrical appliances and food processing," urge Mayra Buvinic and Sally Yudelman in *Women, Poverty and Progress in the Third World*. However, as UNIFEM's Carr cautions, dependency on external markets should be avoided. "We are turning our attention to helping women produce items for export," she says, citing a project in southern Africa that trains women in food export management for such produce as sun-dried tomatoes, peaches and herbal teas, and another project in Laos where textiles are being produced for overseas markets. The idea is to go after preferably stable domestic markets in which women can be trained to do non-traditional work using appropriate technologies and environmentally sound materials.

Before undertaking any training, research must be done to determine what the situation is that needs to be changed. And this is where UNDP's project comes in.

"What we do is mainly pilot projects that are tested in a few countries, and then we hope national projects can take up where the regional projects leave off," says Bazin. "We are interested in things that have regional specificity, as distinct from what happens at the country level. And this broad perspective at the regional level is probably unique in the United Nations system."

(Continued on Page 6)

Housework in Expanded GDP

Housekeeping is, of course, one of the most time-consuming activities of women. The types of work it encompasses include cooking, washing up, sweeping, dusting, changing linen, washing clothes and gardening. Four approaches have been used to value this work. The first is to take the average (actual) wages of females and apply it to housewives. However, because there is an element of discrimination in the wages paid to women in many countries, the second approach applies a hypothetical measure, known as the average nondiscriminatory remuneration, which measures the remuneration women would have received if they had not been discriminated against.

The third method is the use of wages based on equivalent market, specialized function: if, for example, the housewife worked for a number of hours as a cook or laundress in her own home, her work is valued by multiplying the number of hours by the wages of a woman performing the same function for pay. Applying wages based on equivalent market, non-discriminatory specialized function rates constitutes the fourth approach, which is an adjustment of the third.

As the INSTRAW handbook notes, "There is some controversy surrounding the concept of the expanded GDP, especially as it applies to developing countries. For example, fetching water is one of the functions carried out by women in rural areas. In some countries, this involves walking for about 10 kilometers a day, because there is no water source nearer.

"If the woman's work is valued and added to GDP, this gives an illusion of an improvement in GDP when in fact the need to fetch water is a sign of underdevelopment and should not be used to record an increase in GDP", according to the handbook.□

Why Agriculture Is Left Out

Women's participation in agricultural activities constitutes the bulk of women's economic activity in most of the African countries, according to INSTRAW's synthesis of pilot studies. None the less, agriculture is excluded from the informal sector project. This is because agricultural statistics are quite different from non-agricultural statistics, and while the outputs of non-agricultural activities are generally heterogeneous, those of agriculture are rather homogeneous. Statisticians working with INSTRAW feel that a different methodological approach is needed when dealing with agriculture, and recommend that the problem of women in the informal agricultural sector should be dealt with separately.□

Remedies for an Ailing...

(Continued from Page 5)

According to the Statistical Office of the United Nations Department of International Economic and Social Affairs (DIESA), the informal sector project has enabled estimates to be provided of women's participation in the sector and of the share it contributes to GDP. Such statistics in turn furnish governments with the necessary data for policy formulation. By working on a regional level, the statistics component of the project has been able to discern a pattern that can now be dealt with both internationally and by individual countries.

The case studies showed, for example, the general proliferation of informal sector activities caused by economic constraints, and the dominance of women in the sector. As a result, policies can now be devised to address areas where women's conditions can be improved: access to credit, management training and skills development.

INSTRAW has been responsible for carrying out the statistics component of the project, in conjunction with the United Nations Statistical Office. On the basis of studies on available statistics in each of the project countries, the Institute has prepared a synthesis of pilot studies and a technical handbook. It is also organizing two regional and four national training workshops in Africa, the recommendations of which have been used to revise the handbook (*see p. 7*).

For each country, the synthesis provides a review of sources and summarizes national accounts, population censuses and research studies. Numerous country tables detail the percentage distribution by sex and age group of the economically active population; homemakers; own-account workers and unpaid family workers, and employed population.

The handbook, on the other hand, is intended as a practical guide on how to produce and use statistics on women's contribution to development in the non-agricultural informal sector. It discusses basic methods for assigning an economic value to women's remunerated and unremunerated work, and evaluates the inadequacies of existing data.

"I think they have made some real breakthroughs," says Bazin, speaking of the statistics component. "Many activities of women have not been surveyed, and they have evolved new indicators to measure those activities. They have, for example, come up with some rather precise indicators of how to measure women's contribution to the GDP." (GDP is defined as the total value of output of goods and services for final use produced by a nation's economy by residents for a specified period of time.)

Perhaps the most original aspect of the statistics project has been its demonstration that existing data – as inadequate as they may be in some cases – can be used to evaluate that contribution. Measuring women's economic contribution is clearly a dauntingly complex task. There are two general approaches: assessing the role women play in raising or lowering cer-

Measuring Women's Economic Contribution in the SNA

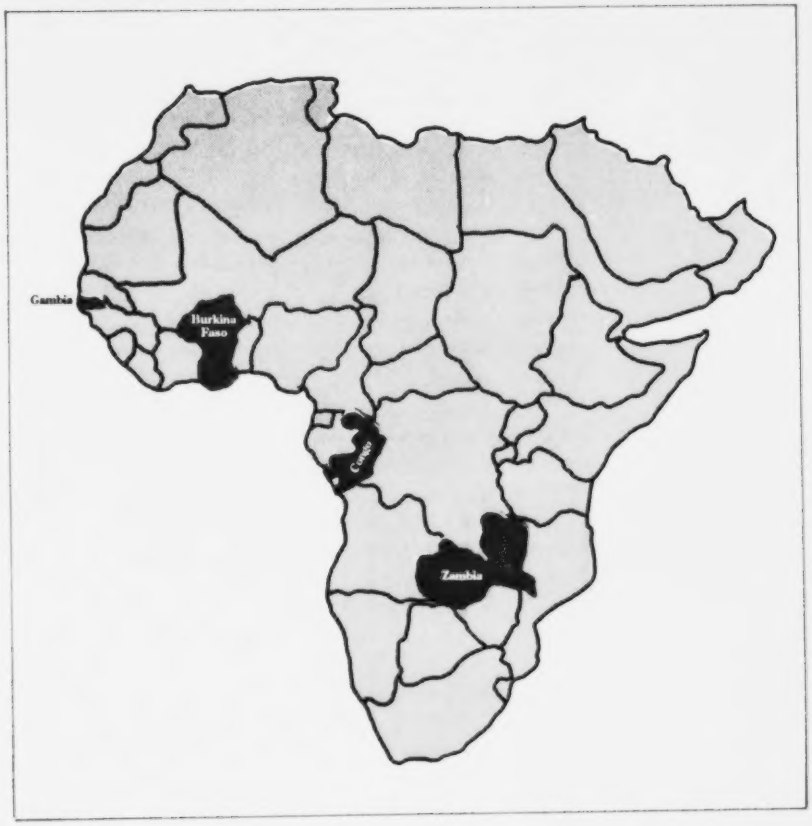
Beginning with the 1975 international women's conference in Mexico City, women have sought better measurement of their contribution to development and to the economies of their countries. There are three main problems. The first is the national accountants' definition of an economic good or service. The second is the effective and unbiased application of that definition in national accounts and labour force statistics. The third is the separate measurement of women's and men's income and production to determine women's relative contribution and returns. *(As the INSTRAW synthesis of pilot studies states, "analysis of the informal sector is misleading without a division by sex".)*

The current version of the United Nations System of National Accounts (SNA)recommends relatively wide coverage of non-monetary as well as monetary goods and services in the concept of economic activity. For example, all kinds of agricultural production for family consumption and own-account capital formation (such as home construction) are included. But the SNA covers other goods and services produced in the household for its own consumption only if those goods are sold on the market. It excludes childbearing, child care, family care, housekeeping, cooking and shopping. The SNA does, however, clearly recommend that all kinds of informal, underground and even illegal activities should in principle be counted if an economic transaction is involved and some kind of good or service is produced.

The major unresolved issues in measuring women's contribution to economic output are these:

- Many goods and services predominantly produced by women are undercounted in national accounts – or are estimated with such rough assumptions that the resulting figures are unusable for policy.
- Women's productive role is undercounted in labour force statistics.
- Childbearing, child care, family care and other unpaid housework are not counted at all in either national accounts or labour force statistics. If unpaid housework were valued at the cost of purchasing comparable goods and services or of hiring someone to do the work, the measured value of GDP in countries would increase by 25-30 per cent according to most estimates. *(See related discussion of "expanded GDP" concept, the use of which INSTRAW has been actively promoting.)*

-- Adapted from "The World's Women 1970-1990: Trends and Statistics", United Nations publication ST/ESA/STAT/SER. K/8. □



tain indicators of development, and measuring their participation in the labour force or in the product and income of the nation, region or sector. For the informal sector, the objective is to show the net income of women working in that sector, mostly own-account workers. This is accomplished by collecting information either directly on their income, or on their outputs, from which the inputs can be deduced. If no such data are available, the value must be calculated from figures of quantities and their corresponding market prices.

The INSTRAW handbook uses estimates that conform to the recommendations of the International Labour Organisation (ILO) and the United Nations System of National Accounts (SNA), which is used by most countries to measure production and growth. The SNA definitions are currently being revised, however, largely because of protests that they excluded household activities. INSTRAW's work, both on the African project and in other areas, has contributed to the lengthy but crucial process of revision.

Defining the Informal Sector

There is, as the handbook points out, no universally accepted definition of the informal sector in Africa, and sometimes more than one definition exists within a given country. On the international level, the term has been used to encompass all economic activities that are not part of the formal sector, but that definition is too broad to be useful for policy purposes.

"Informal units have been perceived as being small, labour-intensive, with relatively low productivity, unorganized and generally lower-paid labour, and operating largely outside the purview of government regulations or assistance," writes Gita Sen in a paper delivered at an INSTRAW meeting on macroeconomic policy analysis of women's informal sector work *(see article, p. 8)*. She urges that "some distinction needs to be made between the woman handcart puller who pulls loads on the city streets and the small

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Regional Workshops Call for New Informal Sector Definitions

The importance of defining the informal sector in terms of activities, instead of productive units, was highlighted by the Institute's *Regional Workshop on Methods of Collecting and Analyzing Statistics on Women in the Informal Sector and their Contribution to National Product* for French-speaking Countries, held in Ouagadougou, Burkina Faso, 8-12 October 1990. Participants, who also recounted their national experiences in collecting and compiling statistics on women's contribution to the sector, proposed that it be defined as follows:

"The informal sector consists of the set of economic activities functioning according to the fundamental principle of independent work (own-account work), which is not directly assessed by national accounting and economic statistics."

Making a distinction within the "economically active population" between "usually active" (if the reference period is at least one year) and "presently active" (for one-week or one-day reference periods) was stressed at the workshop, since in Africa in particular there is a risk of underestimating women who are seasonally or intermittently active, especially in agriculture. Participants likewise stressed the importance of a time-use survey and called for extending the field of study to cover women's participation in the agricultural informal sector.

Among other recommendations adopted at Ouagadougou:

- The scope of employment and labour force surveys should be extended to identify and enumerate the activities of women and men in the informal sector in urban and rural areas.
- Further research and case studies are needed, at all levels – national, regional and international – in order to establish the appropriate statistical concepts and procedures for compiling expanded GDP estimates which include domestic activities.
- The national training programme on the compilation of statistics on women in the informal sector should be extended to all countries in the region, with national, subregional and regional programmes being developed to address such subjects as questionnaire design, data processing and tabulation, estimation techniques and the analysis and development of time-use statistics. A special effort should be made to enable non-statisticians to benefit from these training programmes.

Problems of definition were also discussed at the *Regional Workshop on Methods of Collecting and Analyzing Statistics on*

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Steering Committee Assesses Project Achievements

The next-to-last Inter-Agency and Steering Committee meetings of the United Nations Development Programme (UNDP) - funded project on *Improving African Women's Role in Informal Sector - Production and Management* were held in Addis Ababa on 18-20 March and 22 March, respectively.

The meetings examined the objectives and achievements of the project to date. It was reported that as a result of the four national policy seminars held last fall in the recipient countries (Burkina Faso, Congo, The Gambia and Zambia), the process of sensitization on the role of women in the informal sector had begun. At a recent meeting of the OAU Council of Ministers of Labour, it was recommended that the project be continued and extended to other African countries.

The project components implemented to date have produced three major outputs: policy case studies, now being revised in light of suggestions from the national policy seminars; the statistical handbook, which will be used in four national training workshops later this year, and the development of a training methodology which combines business training with extension services.

Recommendations were made to ensure the successful completion of the project by the end of 1991, including achievement of most of its original objectives. Major outputs from the remaining activities were envisaged to include the following:

- A synthesis of all case study reports as a single document, to be used at a regional workshop of experts from African countries in November 1991.

- National statistics workshops, aimed not only at training users and producers of statistics but also at sensitizing technical experts and policy makers as to the need for integrating informal sector concerns into national planning.

- Weekly training sessions for microentrepreneurs, monthly workshops to upgrade the skills of trainers and roundtables to sensitize officials. The training case studies are also to be finalized and the impact of training assessed.

The meetings were attended by representatives of UNDP's Regional Bureau for Africa (funding agency), the ECA (executing agency) and other agencies involved in the project -- the OAU, INSTRAW, the ILO and UNDP's Office for Project Services (OPS), which is the executing agency for the counterpart project on Credit Support for Women. The final meetings of the Inter-Agency and Steering Committees will be held in September 1991.□

Market day in Santa Cruz, Cape Verde. WFP/Sayagues

Capturing the Elusive Concept of "Informal Sector"

This article is adapted from the Institute's background paper prepared by Gita Sen, INSTRAW Consultant, for the Consultative Meeting of Experts on the Macroeconomic Policy Analysis of Women in the Informal Sector, organized by the Institute in Rome, March 1991. Ms. Sen is from the Centre for Development Studies in Trivandrum, Kerala State, India.

Ever since the ILO's Kenya report of 1972 introduced the notion of the informal sector, development economists and statisticians have been debating its nature and dimensions. Part of the confusion has arisen because of the presumed normality of organized, formal economic activity, so that the informal sector has, from inception, been perceived as a catch-all concept for everything else. Thus, in its usage, the concept encompasses a range and diversity of economic activities whose commonality

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African Training and Research Center for Women

Increasing Women's Access to Credit Through Training in Management and Credit Techniques

The African Training and Research Center for Women (ATRCW) has been engaged in activities aimed at enhancing women's entrepreneurial potential and access to credit. This project, entitled "Increasing Women's Access to Credit through Training in Management and Credit Techniques", was designed to cover the African region by using three countries – Ethiopia, Uganda and Rwanda – on a pilot basis for coming up with measures to help increase women's access to credit. The two-year project, which is being funded by the Swedish International Development Authority (SIDA), had two immediate objectives: to increase and improve access to existing credit facilities for rural and urban poor women, and to set up pilot projects in order to demonstrate different possibilities for the development of small-scale industries.

The expected outputs of the project are fourfold:

- to adopt measures for improving women's management skills;
- to train 25 businesswomen in management and entrepreneurial skills;
- to have three national pilot projects operational and self-sufficient by the time the project is completed; and
- to fund individual or group projects which will be generated by the pilot projects and should continue throughout the project's lifetime.

ATRCW project officers have undertaken exploratory and/or feasibility studies in the three pilot countries in order to obtain a general perspective on the issues and needs to be addressed by the project. Action has been required in several areas, among them preparing women with the needed credit qualifications; helping them identify well-defined and bankable projects to be undertaken by means of credit; providing credit-enabling support to make women creditworthy; and increasing the ability of intermediary and support agencies to execute these actions.

Since training the 25 businesswomen will not create the necessary regional impact, and a multiplier effect is obviously desirable, the businesswomen were trained through both direct and indirect

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is their difference from the formal sector. Informal units have been perceived as being small, labour-intensive, with relatively low productivity, unorganized and generally lower-paid labour, and operating largely outside the purview of government regulations or assistance. While there is some obvious descriptive validity to this approach, some distinction needs to be made between the woman handcart puller who pulls loads on the city streets and the small entrepreneur who produces and sells garments for export.

The ILO has made considerable progress towards unifying the concepts and methodology in different countries. Despite this, comparisons over time within a country are dependent on census data in some countries. An additional problem with estimating the size of the sector arises from the fact that at least some of its activities exist on the borderline of illegality. In some countries, particularly those in which the drug or illegal arms trade are major activities, this is a serious problem. But even in others, small-scale enterprises or self-employed activities often contravene government regulations regarding taxes, licences or employment, and this casts some doubt on the accuracy of data obtained from surveys. Dealing with data based on household surveys also entails classifying workers with multiple activities, part formal and part informal. Although this phenomenon has traditionally been more common in the high-income and socialist economies, observers have noted its increase even among professionals in African countries faced with drastic reductions in real standards of living during the 1980s.

Sector Grew in 1980s

The data do, however, seem to point to the growth of the informal sector during the 1980s. Based on population census data for 17 Latin American countries, the non-agricultural non-wage-earning labour force in 1980 ranged from 10.8 per cent of the urban labour force in Costa Rica to 44 per cent in Bolivia. Between 1950 and 1980, most of these countries experienced a rise in the proportion. These data include the self-employed and unpaid family workers (except employers and those working in scientific, technical and liberal professions) working outside agriculture and mining.

Comparable data for Africa and Asia during the 1970s and 1980s span 17.2 per cent in Algeria and 75 per cent in

Four Statistical Training Workshops To Be Held in Africa

Four statistical training workshops on women's informal sector activities are being organized by INSTRAW in 1991. The first two will be held in the Gambia and Zambia in May, followed in August by workshops in Burkina Faso and Congo. These workshops constitute the final phase of implementation of the statistics component of UNDP's African informal sector project, which began in 1988 (see *INSTRAW News 12*). The main objectives of the workshops are to train producers in techniques of compiling and analysing statistics on women's contribution to the informal sector in the four project countries. Each workshop will be attended by officials from national statistics offices, statistics departments of government ministries, non-governmental institutions and researchers and decision makers from the public and private sectors.

The workshops will provide producers and users of informal sector statistics with an opportunity for dialogue. They will also identify ways of improving the quality and accessibility of data from a variety of sources, including censuses, surveys and administrative records, and seek to standardize concepts used in collecting data on the informal sector. In addition, workshop documents will be tested as tools for training. Documentation will consist of several INSTRAW publications: *Handbook on Methods of Compiling and Analysing Statistics on Women in the Informal Sector, in Industry, Trade and Services; Synthesis of National Pilot Studies on Compilation of Statistics on Women in the Informal Sector in Four Countries* and case study reports on statistics, women and the informal sector in the respective countries.

Reports on the workshops will be published later this year.

Mali, to 10 per cent in Hong Kong and 48 per cent in India. These data exclude an important component of informal employment -- waged employees earning less than the minimum wage and working without security, unemployment compensation, fringe benefits or union protection. Including such workers would obviously raise the estimates in most countries.

Comparisons over time for the 1980s exist only for Latin America. Data from nine national household surveys show that the share of the informal sector (excluding workers below the minimum wage) in non-agricultural employment increased from 26 per cent in 1980 to 31 per cent in 1985. Overall, this was at the expense of a decline in formal private sector employment, from 58 per cent to 53 per cent. In the same five-year period, unemployment rose by 8.1 per cent.

Manufacturing employment in South Asia has slowed down, and public sector employment in Africa also declined during the adjustment crisis of the 1980s, indicating a similar expansion of informal activities in those regions as well. Wage earners account for only 10 per cent of informal workers in Africa, while apprentices and family workers represent 40 per cent of the sector. In Latin America and Asia, the proportion of wage earners appears to be much higher. This may be related to the relative importance in Africa of informal services and commerce vs. small production enterprises, in contrast to the other two regions.

Labour Force is Becoming Feminized

Despite the fact that many overview studies still do not disaggregate data by gender, the growing feminization of the labour force is a valid thesis. For a sample of 35 developing and 20 developed countries in the 1980s, economic activity rates for women increased in 69 per cent of the developing countries and 90 per cent of the developed countries. Some substitution of women for men in the labour force may therefore be taking place, and this is partly corroborated by an increase in the share of women in non-agricultural employment between 1975 and 1985. For the African countries, that share rose from 13 per cent to 20 per cent, and similarly significant increases occurred in a number of Asian, Latin American and Caribbean countries as well.

The share of women among manufacturing employees has also risen; the increase is quite remarkable in some sub-Saharan countries, and less striking but still significant in Latin America and Asia. However, in some countries at least, women are entering either into newly created lower-paid manufacturing jobs, or at the lower end of existing job hierarchies. Thus, rising economic activity rates and shares for women may be linked to growing informalization of the labour market overall.

Female earnings in informal activities are not only below minimum wage but below male earnings

Very little time series information is available on self-employed women, but data suggest that women constituted a significant and growing component of the self-employed during the 1970s and 1980s. Women are increasingly found at two ends of the informal sector -- workers who work for low wages (often below the minimum) in small production enterprises, and as self-employed workers eking out an existence with minimal capital, skills or access to other resources.

Another category of women workers who have contributed significantly to the "feminization" of the labour force comprises those employed in the labour-intensive assembly lines of large corporations. These workers sometimes earn above the minimum wage, and working conditions are better than those encountered in small enterprises. They do not strictly speaking belong to the informal sector, but there are often many critical links between these workers and the others, so that they must be taken in account in any discussion of the informal sector.

Female earnings in informal activities are not only below the minimum wage, but distinctly below male earnings. In Lima, Peru, for example, only for the size group of firms employing over 100 workers did female earnings reach the level of male earnings in the smallest firms.

There is considerable occupational segregation by gender. In most manual occupations, one sex clearly predominated, and that segregation applied to occupations in both the formal and informal sectors. While men's occupations tended to straddle the formal/informal divide, women's occupations were much more confined to the informal sector and were almost exclusively "female". In addition, male occupations required a greater range of skill levels than did female occupations, which -- with the exception of garment workers -- were generally classified as unskilled.

Concern for Surplus Labour

The debate around the informal sector in the 1970s was part of an attempt to understand the nature of rural-urban migration in developing countries, and arose from a concern over the phenomenon of disguised unemployment or so-called "surplus" labour. The newer research of the last decade locates the informal economy squarely within the long-term structural changes that are shaping the global and national economies, and their short- and medium-term implications for economic crises and restructuring policies.

The new schools of thought also view the informal sector as being a phenomenon in both developing and developed countries, and they are aware that many informal activities are not traditional but modern. Furthermore, women are seen as central to the growth of informal activities, both because they are actively recruited by firms searching for new ways to lower costs and adapt technologies, and through their own responses to the crisis of livelihoods and real incomes that is the flip side of macroeconomic restructuring.

The structural changes that have altered the context for both formal and informal sectors operate at the macro and the micro levels. Rising open unemployment has contributed to significant declines in trade union strength and bargaining power in almost all countries. At the micro level, substitution of regular full-time workers by part-timers, temporary workers and subcontracting, and reduced skill and training requirements for jobs, have resulted. The consequent rise in the "global assembly line" has led to increased international competition from low-wage exporters, putting further pressure on organized labour in the older manufacturing centres.

Three structural features of the informal economy have been highlighted. The first is its systemic connection with the formal economy: the specialized networks formed by

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In Conjunction with Regional Commissions

INSTRAW Project Would Lay Groundwork for Improving Situation of Women in Informal Employment

An interregional approach to strengthening women's involvement in informal sector activities is being put forward by INSTRAW in the form of a three-year research and training project to start in late 1991. The idea is to compile information on women's status, participation in and contribution to the sector in several regions that can be used to develop action plans for improving informal sector employment, productivity and income, thereby furthering the integration of women in national economies. Guidelines will also be prepared on how to make women's participation in the sector a systematic part of planning and policy formulation.

The immediate objectives are fourfold:

1. To establish mechanisms for interregional cooperation on women in development (WID) programmes, especially in the context of women's participation in the informal sector.

2. To analyse the situation of women in the informal sector and identify their needs for access to resources and training.

3. To formulate guidelines and action plans for policy initiatives aimed at improving the status of women in the sector.

4. To strengthen interregional communication and channels for disseminating results of parallel work on the informal sector for possible adaptation to other regions.

The project will be carried out in Asia, Latin America and Africa by means of parallel programming between and among INSTRAW and the United Nations regional commissions.

The informal sector has increasingly become the way of life of a majority of the population in the developing world. More and more job seekers, schools dropouts and displaced workers from the formal sector are resorting to the informal economy -- not just as a last resort, but because they are drawn by the autonomy and scope for innovation it offers. Although its potential is limited by insufficient government assistance, if there were no informal sector to turn to, unemployment would be even more prevalent.

During the 1980s, for example, many African countries adopted structural adjustment programmes, which have constricted the public sector. Programmes designed to facilitate the absorption of displaced workers have, however, focused largely on developing small-scale enterprises, often to the exclusion of microenterprises and informal sector businesses. The stigma that is sometimes associated with the informal sector undermines government attempts to adopt specific policies. And even though national agencies are being set up to cater specifically to the sector's concerns, greater recognition is needed of the importance of the sec-

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BOOK REVIEWS

Recent Publications on the Informal Sector

Methods of Measuring Women's Participation and Production in the Informal Sector. *United Nations, New York, 1990. 216 pages, English. Sales No. E. 90. XVII. 16.*

This technical report provides an improved technical basis for developing measurements of the informal sector and women's participation in it, in terms of both employment and economic output in national accounts. Part One discusses concepts and definitions, including proposals for defining the informal sector; informal economic activity in the framework of the United Nations System of National Accounts (SNA); production in the informal sector, and non-monetary production outside the SNA. Sources of data, such as population and economic censuses, household sample surveys, price statistics and administrative records, are also described, and methods of calculating women's contribution to the sector's development in rural and urban areas are detailed.

Part Two of the report concerns the collection and compilation of time-use statistics to measure women's participation in the informal sector. It covers national studies in developing

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unregulated enterprises free large firms from the constraints imposed on them by social control and institutional norms. Large corporations are being decentralized into semi-autonomous units, and as many of these units as possible are informalized, so that to the benefits of flexibility are added the advantages of unregulated activities in a regulated environment.

The second feature is that workers in the informal economy are willing to accept poorer pay and working conditions because they are socially vulnerable. It is not accidental that the sector has a preponderance of women, youth, ethnic minorities and migrants.

The third feature is that informal activities, although often operating on the borderlines of legality, are tacitly or actively encouraged by governments that view them as a mechanism for renewing economic growth, raising productivity, lowering open unemployment and improving social control. The informal sector has become *the* sector of hope and promise among major donors for revitalizing the economies of developing countries.

Three Processes at Work

There are at least three distinct processes at work which must be considered in developing typologies for data and policy purposes. The first is cost-cutting by firms and enterprises driven by new technologies and the pressure of export competition, and made possible by the weakening of organized labour consequent to rising open unemployment. To benefit fully from technology, a firm must be able to identify those parts of its labour process that can be subcontracted to cheaper labour. This process accounts for the rise of the global assembly line, as multinational corporations split up their production processes across different countries depending on the cost and technology configurations.

A number of domestic firms have also grown in the developing countries, using low-cost labour and producing labour-intensive commodities for export. Here, the production process is located within a single exporting country, but large multinational retailers may be relied upon for orders and access to markets, and the garment industry is a classic example.

A second process feeding the growth of the informal sector is the rise of small enterprises independent of cost-cutting by large firms or the adoption of new technologies. They owe their growth to the rapid increase in new labour force entrants consequent to the changing demographics of developing countries, such that even those with some access to capital or other resources can no longer expect to find employment in the waged formal sector. These enterprises produce commodities for middle and lower-income consumers or in those niches of the domestic market thought unprofitable by larger firms, and also operate in commerce and services, such as small retail shops, hotels, restaurants and repair shops. Such enterprises flourish particularly in regions or countries which have experienced long-term high economic growth, and where that growth has been widely enough distributed so that demand for non-basic consumption goods has increased significantly among middle- and lower-income groups.

A third process at work is the growth of petty self-employment consequent to the growing pressure on the livelihoods of the poor. This phenomenon is particularly significant in low-growth economies, especially when macro-economic policies of demand deflation and reduced fiscal expenditures have been imposed. Dependent usually on unpaid family labour, such activities as petty trade, hawking, roadside vending, load-pulling and rag-picking usually fall within this category. Domestic service, while it usually draws on the same labour reserves as the third process, is not self-employment but involves a wage relationship, and can therefore be included in this group of activities.

Economic and social policies have undergone major swings during the last two decades in the developing countries. The 1970s witnessed a reaction to the perceived failure of "trickle-down" growth models to improve the welfare of large sections of the population. Basic needs, redistribution, poverty alleviation and worker welfare were the themes of the decade. Discussions about the informal sector began in this decade, but they were focused on the relationship of the sector to rural-urban migration and the presence of "surplus" labour. As far as women's work in developing countries, the 1970s were dominated by the debate over the marginalization thesis and policies to integrate women into development.

The 1980s saw a total turnaround in the strategic policy debate. An ideology of supply-side economics, where market mechanisms and cost competitiveness were given overwhelming emphasis, crystallized into a global strategy of "structural adjustment and stabilization", and has been linked to radical changes in labour relations in most parts of the world economy. In developing countries the sup-

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African Training...

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methods. The direct approach included a study tour of 16 businesswomen from eastern and southern African countries to Ghana, where they experienced entrepreneurial activities in action. Through the indirect method, 40 extension agents were trained in management and entrepreneurial skills development and support.

The national pilot projects cover such actions as group formation and development; savings mobilizations within the group and linking the savings to financial institutions, identification of bankable projects and their access to credit.

The project comprises the following broad components: relationship-building, institution-building, initiation of the pilot project, project evaluation and information dissemination.

Agencies designated to implement the various components include: the ECA, the OAU and the International Labour Organisation (ILO) for the Policy component; INSTRAW and the United Nations Statistics Office for the Statistics component; and ILO for the Training component. UNIFEM has supported the credit component on the basis of its project on credit support systems. The overall objective of the project was to enhance the planning capabilities of all the institutions concerned with respect to the productivity and production of women in the informal sector. ECA is also the executing agency and responsible for the project's overall coordination. The countries involved in the project are: Burkina Faso, Congo, the Gambia and Zambia.

A complementary project on credit (RAF/87/063) is being implemented by OPS and is executed in close cooperation with the other three components of this project on the informal sector. In the long run, efforts and new approaches towards setting up an enabling environment to improve working conditions and facilities; infrastructure; promotion and production methods of the operators of the informal sector. Training modules and credit support systems for the activities of the informal sector would be given priorities and established in order to better women's contribution to national development.□

Informal Sector Means Survival for Dominican Women

On the northern outskirts of Santo Domingo, Dominican Republic, the barrio of Sabana Perdida has sprung up in recent years. The cluster of corrugated tin roof huts accommodates several thousand people.

Unhygienic sanitation and generally squalid living conditions prevail in Sabana Perdida, and for its women, "the problem is not one of diversification, but of subsistence", says Valentina Pezoa, who works with them on behalf of ADOPEM. The Asociación Dominicana para el Desarrollo de la Mujer, a branch of Women's World Banking, provides women and solidarity groups in this and many similar urban communities with credit for micro-enterprise. Funding is also extended by the Inter-American Development Bank.

Despite the uncomfortable and long commute to the capital, and the low income levels of the barrio's residents, many of ADOPEM's credit recipients are doing a thriving business. They sell produce in street stands, cook and run beauty salons from their homes, stitch together shoes for sale at the local factory outlet and make custom-ordered bedspreads. For these women microentrepreneurs, whose goal is economic self-sufficiency, the informal sector is almost behind them. While they do not yet pay taxes, they do have to purchase sales licences.

Nora Sánchez working on a bedspread.

Cándida Cueva López Making the mondongo *that will help support her family.*

Photos/E. Meltzer

Rosaura Navarro Mota is 30 years old. Married, she has four children. She enrolled in a beautician's school to supplement her husband's income, but found that selling dry goods, plantains and rum in a tiny shack on the streets of Sabana Perdida was more lucrative. Three years ago, she joined ADOPEM, from which she received a credit of $55; now she gets $76 per month, and the business is worth $1,600. Rosaura is one of five members of an ADOPEM solidarity lending group, which taught her bookkeeping and motivated her to start the shop.

A seamstress for most of her 55 years, Nora Sánchez came to the capital from Barahona. She now supervises two other women relatives in sewing bedspreads, and boasts that she alone can produce three or four of them each day. Nora buys the cotton by the pound from the Santo Domingo market, and each bedspread retails for about $7. Her other mainstay has been cooking, but this business has not been doing so well because of the domestic recession.

Money is an ongoing problem for Miledi Ramírez as well. This 49-year-old mother of nine (aged 16 to 31) sells vegetables from her front yard, and spends a good deal of her monthly income of $80 on medicine and doctor's visits,

Miledy Ramirez at her vegetable stand.

which can cost up to $20 each. She goes to the Santo Domingo market every day by bus, but has to pay the bus driver to carry the goods for her. Each *bulto* costs about $1.50, depending on weight, in a country where the daily minimum wage is only $2.25.

Cándida Cueva López's husband left her six years ago. She says he stole from her and, judging by the magazine picture hanging prominently on her parlor wall ("Abused wives: what is going on at home?"), he abused her as well. Cándida was afraid that if she left her children at home alone all day to go to work, they would turn into drug addicts, which is why she chose to work at home. She prepares *mondongo* (stew made from cow's entrails) with the help of three employees, whom she pays 20 per cent of her own earnings. A home beauty salon will be abandoned because business is slow when the lights go out in Santo Domingo – a frequent occurrence in this dollar-poor Caribbean metropolis of 1.2 million.

Since her affiliation with ADOPEM, Cándida has managed to acquire three small lots of land in Sabana Perdida. She plans to pay $160 for a fourth location, more central to traffic, for her mondongo business, and proudly says she has already purchased the tin for its roof. When asked what she "does", however, Cándida replies: "I don't work."

A day's work of sewing up to 100 pairs of shoes garners María Pou $21.60; in one week, she can earn from $96 to $152, depending on how many pairs she sells at the store operated by the shoe manufacturing company that delivers the unfinished goods to her home in three-foot-high sacks. María has five family helpers, and they appear to be doing well, judging by the stereo set and three televisions lining the wall unit in her living room. She has been at it for five years, and buys the shoes at a discount because her labour is taken into account in the price.□

Experts Discuss Macro-economic Policy

A *Consultative Meeting of Experts on Macro-economic Policy Analysis for Women's Participation in the Informal Sector* was organized by INSTRAW with the help of a financial contribution from the Italian Government. The Italian Association for Women in Development (AIDoS), INSTRAW's focal point in Italy, co-organized the event.

The meeting was held at the headquarters of the Food and Agriculture Organization (FAO) in Rome, 18-22 March 1991. Its main objective was to discuss policies for providing support to women working in the informal sector in such areas as basic infrastructure, access to credit, education and training for income generation and women's control of income for the benefit of their families. Experts also assessed the degree and the various ways in which women participate in the informal sector and defined guidelines for research.

INSTRAW's work on the informal sector has been part of the Institute's regular programme since 1988, but has centred primarily on statistics. The meeting represents one of INSTRAW's first involvements in the area of policy design, which is viewed as an indispensable step to improving women's situation in the informal sector.

The meeting focused on three main topics. The first was an overview of women's role in the informal sector, which examined the changing forms of women's work and participation in the sector and the experience of INSTRAW and other United Nations agencies. National case studies, programmes and projects provided the basis for debate of the second topic, identification of problems and constraints in the informal sector to be addressed by policy measures.

A discussion of guidelines on policy design for women in the informal sector concerned national development planning projects and programmes, as well as labour, agricultural, financial and monetary policies. The impact of structural adjustment programmes and macro policies on import-export regulations, government registration and licencing restrictions, commercialization, subcontracting systems, barriers to entry into professions and minimum wage regulations were also considered.

The various ways in which women participate in the informal sector – as casual workers, subcontractors, domestic servants or selfemployed – were discussed by two working groups, which drafted policy guidelines and recommendations later adopted by the plenary session. Recommendations concerning four specific policy areas – monetary, fiscal, external sector and labour – included the following:

Monetary Policies

Participants said that monetary and financial policies should be more innovative and balanced so as better to meet the requirements of women in

the informal sector. In particular, the extent to which deregulation and liberalization improve women's access to credit for small enterprises should be explored.

The following issues could be considered in designing policies:

- Creating special credit lines through commercial banks and other financial institutions;
- Creating adequate lending conditions, taking into account structural, legal and socio-cultural constraints, especially on women;
- Offering loans with terms, types and sizes appropriate to addressing the specific needs of women in the informal sector;
- Making banks aware of the high repayment rates of loans to women;
- Simplifying the paperwork involved in lending procedures;
- Encouraging group lending/credit unions in order to lower the costs of lending and borrowing, and
- Granting banks incentives to extend services to rural areas, and providing end users with information on these services.

Fiscal Policies

The potential of any sector of economic activity to expand depends on factors operating on both the supply and demand sides. Since structural adjustment policies have led to major reductions in the demand side in both economic and social sectors, it may be useful to assess which segments of the informal sector – especially women – are in a position to respond to the removal of constraints on the supply side.

Experts called further for:

- A careful assessment of needs and potential in order to ensure cost effectiveness and efficiency of programmes;
- A thorough review of the role and impact of expenditures, including subsidies, with a view to identifying both positive and negative effects on women's activities in the informal sector;
- Reallocation of budgetary resources to improved social services so as to alleviate the burden of women's multiple responsibilities;
- Exploring alternative ways and means to provide services such as day-care centres and communal kitchens, and assessing what type of support is required from governments, by studying experiences from different countries to identify the potential for replication;

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See also "Recent Publications on the Informal Sector" *p.11*.

Book Reviews...

(Continued from Page 11)

and developed countries, with an annex that summarizes time-use surveys in 13 countries. Methods used in collecting statistics in Latin America are described in Part Three, while Part Four suggests an alternative approach to measuring the economic situation of women.

The report, which is one of a series issued by the United Nations to promote the improvement and use of statistics and indicators on the situation of women, was reviewed at an Expert Group Meeting on Measurement of Women's Income and their Participation and Production in the Informal Sector, held in Santo Domingo in October 1986. It is part of a joint project of INSTRAW and the United Nations Statistical Office.

La Situación de la Mujer en la Economía Informal - Caso Ecuatoriano. *Instituto Ecuatoriano de Investigaciones y Capacitación de la Mujer (IECAIM). Quito, Ecuador, 1991. 61 pages, Spanish.*

This book is the result of research commissioned by INSTRAW's focal point in Ecuador, IECAIM, and was financed by INSTRAW. The research was part of IECAIM's effort to contribute to the improvement of the status of women and their integration in the development process. Its aim was to provide data on the subject of women in the informal sector in Ecuador and to help improve and implement both public and private programmes to assist women microentrepreneurs.

The book is divided into three sections. The executive report sets out the research objectives and goals, methodology and sample design (the survey covered 264 women microentrepreneurs in three districts of Quito). The general approach to the issue, demographic characteristics of women working in the informal sector in Quito, women's level of education, family makeup, living conditions, characteristics of work and of microenterprise, and income generation are discussed in the descriptive report.

The third section deals with verification of the hypothesis, namely, that in the past two decades, women have increased their participation in the country's development process and played a preponderant role in the in-

formal sector, accounting for about 40 per cent of the informal labour force. The study notes that 42 per cent of

housewives in Ecuador's three largest cities are economically active, working in personal services and retail trade. In Quito alone, where women represent 47 per cent of informal sector workers, some 20 per cent of women aged 12 of more are heads of household.

Women's Ventures: Assistance to the Informal Sector in Latin America. *Marguerite Berger and Mayra Buvinic, eds. International Center for Research on Women, Washington, D. C., 1989, 265 pages, English.*

This collection brings together important recent work on two key issues in Latin American development: women's employment, and microenterprise development. It is based largely on papers presented at an international seminar held in 1986 on "Women's Access to Credit in Latin America: Suggestions for Development Programs".

The volume is intended for policy makers, planners and project managers, and its goal is "to enhance the visibility of women entrepreneurs in Latin America by bringing their concerns into the arena of empirical inquiry and policy and program review". Four broad subject areas are discussed: an overview of the informal sector, specifically the microenterprise segment of that sector, and policies and programmes designed to provide assistance to it; training and technical assistance activities targeted to the sector; the gender-disaggregated evaluation of assistance programmes, and case studies of credit programmes for small and microenterprise. The latter concern Mujeres en Desarrollo (MUDE) Dominicana, the Association for the Development of Microenterprises (ADEMI), Women's World Banking, the Rural Development Fund of the Banco Industrial del Perú, the Ecuadorian Development Foundation and a credit project in Quito.

If Women Counted: A New Feminist Economics. *Marilyn Waring. San Francisco, Harper & Row, 1989, 386 pages, English.*

The "feminist economics" in the title refers to the author's advocacy of "attributing a monetary value to unpaid work, productive and reproductive" – by redefining conventional economic and statistical terms to include an accurate measurement of women's contribution to the informal sector of the economy. Beginning with a critique of the United Nations System of National Accounts (SNA), which is widely used in allocating aid and investments to developing countries, she goes on to explain the tools for collecting information and developing indices in those accounts, and what the "measurement difficulties" are.

The author – a political economist and former member of the New Zealand Parliament – proposes a "new model for global economics", in which crucial qualitative indicators of human life, leisure, the "hidden economy", women's reproductive work and environmental pollution would be adopted as part of an integrated approach to economic measurement. Assigning a value to women's work in national accounts, she insists, would change the priorities of national policy makers and development programmes alike.

Such frames of reference as the GNP, which originated with descriptions of developed economies, should not be applied to developing countries, where much production occurs outside the market economy, according to Ms. Waring, who on several occasions cites the work of INSTRAW.

If Women Counted is a boldly innovative approach to a subject that has perplexed experts for decades. It is indispensable reading for anyone who wants to keep up to date on new developments in the WID field.□

Regional...

(Continued from Page 7)

Women in the Informal Sector and their Contribution to National Product for English-Speaking Countries, held in Siavonga, Zambia, on 23-27 July 1990. Participants felt that the distinctions between organized and unorganized, and between modern and traditional, usually associated with the informal urban economy in developing countries, were inadequate to depict the nature of women's work and did not allow for adequate quantification of women's participation in the production process. The problem stemmed from the looseness of the sector's definition as "the sum of all productive units which employ none or less than a certain number of regular salaried workers".

They also said that since own-account workers represent a majority in agricultural activities, separate data for agricultural and non-agricultural activities must be available for analysis. Similarly, professionals and other own-account private workers should be excluded from the latter, and a distinction must be made between own-account workers and unpaid family workers and apprentices in formal economic activities.

Two criteria were adopted for the definition: size (no more than five paid employees), and ownership (excluding publicly owned productive units). The sector would, according to recommendations made by two working groups, be defined either as *the sum of all economic units operating outside the formal sector*, or as *consisting of all those establishments employing none or very few salaried workers, excluding apprentices*. The cut-off point would be determined at the national level.

Finally, it was recommended that INSTRAW and the United Nations Statistical Office should revise the handbook, taking into account the suggestions made by the two regional workshops.

The Ouagadougou workshop, which was hosted by the Government of Burkina Faso, was co-sponsored by the United Nations Statistical Office and the Economic Commission for Africa (ECA). Thirty-six participants from the following countries attended: Algeria, Benin, Burkina Faso, Burundi, Cameroon, Central African Republic, Congo, Côte d'Ivoire, Guinea, Comoros, Madagascar, Mauritania, Niger, and Sao Tome and Principe. INSTRAW was represented by Grace Bediako, Technical Adviser on the project.

The Zambia workshop was attended by 45 participants from the following countries: Seychelles, Somalia, Ghana, Gambia, Zambia, Swaziland, Malawi, Tanzania, Ethiopia, Nigeria and Sudan. INSTRAW was represented by Marie Paul Aristy, Project Coordinator, and Grace Bediako, Technical Adviser on the Project.

The 78th Session of the International Labour Conference, which took place in Geneva, 5-26 June 1991, was convened particularly to discuss the issue of informal sector. Results of the Conference are expected to throw light on the concept of the informal sector.□

Defining the Informal...

(Continued from Page 7)

entrepreneur who produces and sells garments for export"

The following criteria are commonly used in defining the sector: ownership and unit size, operating characteristics (such as the division of labour and specialization), qualifications of labour force, registration and accounting records. INSTRAW found that the most operational definition from the point of view of existing types of statistics should be limited to own-account workers, their unpaid family workers and, whenever feasible, apprentices. However, that definition is necessarily limited by the present international classification of status in employment (ICSE), which would have to be broadened if the true dimensions of the sector were to be taken into account.

"Generally, the term informal is not inherent to any person, not even to any economic activity in particular," states the handbook. "The concept of informality is related to the way the productive unit is organized. Consequently, a member of a household working without pay in the enterprise of another member of the same household – where the establishment employs a number of salaried workers – belongs to the informal sector, if the productive unit in which he works belongs to that sector." *(See related story on recommendations by INSTRAW's regional African workshops to improve the definition, p. 7.)*

Whatever the informal sector is or is not – and the debate is still raging as to whether it is synonymous with the "underground economy" and illegal activities – at least four approaches have been taken to account for its presence, and they lead directly back to the problem of definition. The structuralist approach "holds that the bulk of those employed in the informal sector are working in this sector because of lack of employment opportunities in the modern formal sector", as Marguerite Berger and Mayra Buvinic word it. The editors of *Women's Ventures: Assistance to the Informal Sector in Latin America* think this "excess labor supply framework" is the broadest definition, but that it makes it difficult to categorize domestic service. In Latin America especially, where women represent up to 80 or 90 per cent of domestic service workers, including that kind of work "makes the informal sector in Latin America appear heavily dominated by women". Accordingly, some experts propose excluding domestic service from the definition.

The second approach is what Berger and Buvinic call the "neomarxist". It "emphasizes the exploitation of informal-sector workers by the capitalist producers of the formal sector", and is based on the premise that "functionally, women's unpaid work in the household and women's work in the informal sector, although performed for an income, serve the same purpose of reducing labor costs or raw material costs for capital."

> *Women in the informal sector are a rising factor in developing and developed economies alike*

According to the "black market" approach, "the underground economy is the result of pressures of increased competition on an international scale which have led to the development of a new type of manufacturing based on subcontracting and piecework". Including this type of work in the informal sector is controversial, since it "looks" like the informal sector but is actually, in Berger's and Buvinic's opinion, "a form of disguised wage employment" where employers benefit from the lack of labour regulations. However, many export processing companies do not pay taxes, nor are their activities "generated for illegal purposes"; it is therefore inappropiate to equate subcontracting for export processing firms with the black market.

Hernando de Soto, the Peruvian author of *The Other Path*, made his name from the "neoliberal approach" put forth in that book, defining the sector "in terms of the absence of legal documentation or requirements" such as licences, minimum wage regulations and social security payments. However, this approach fails to depict other aspects of informal economic activities, and in many countries, not even formal sector enterprises may bother with such formalities.

Berger and Buvinic prefer to define the sector – at least in urban areas – simply as *"a heterogeneous set of productive activities that share the common feature of employing a number of people who would be unable to find employment in the modern sector and must generate their own employment with relatively little access to factors of production that complement the labor supply".*

As far as women in the sector are concerned, they "play a key role in the chain of production linking the informal sector with the formal sector", according to the Inter-American Development Bank (IBD)'s 1990 report. Whether they engage in "production activities for which they are subcontracted to produce intermediate or finished goods for formal sector companies", or in "self-generated activities" (marketing their services or sale of food and other items), women in the informal sector are a rising factor in developing and developed economies alike, and what they do with their precious time must be understood.

The informal sector project is a collaborative inter-agency venture that began in 1987 as an attempt to assist African countries in developing their statistics on women and the informal sector. The Economic Commission for Africa (ECA), Organization for African Unity (OAU), International Labour Organisation (ILO), United Nations Statistical Office and UNDP have all been involved. Data quoted in this article are taken from documents produced by various United Nations agencies, including INSTRAW, as well as from the Worldwatch Institute and the book "Women's Ventures." □

A manioc seller, Dahomey. UN photo

In Conjunction...

(Continued from Page 11)

tor so that governments will more actively promote the development of informal sector enterprises.

For such programmes to succeed, a gender-sensitive approach should be taken which reflects the realities about the informal sector: the fact that in almost all developing regions, it is dominated by women; that it is the main source of income for a significa[nt] number of families, many of which are headed by wom[en] and that, even when women are not the primary incon[e] earners, the money earned from informal activities cor[ri]bute to the sustenance of their families and household.

The way in which the sector f[u]nctions and is perceived differs markedly from region to region and from country to country. Data-gathering techniques may be more sophisticated in some regions, but government action to help the sector achieve its potential may be lacking. The involvement and approach taken by international agencies, including the regional commissions of the United Nations, also varies considerably.

Regional Approach Taps Broad Experience

The Economic and Social Commission for Latin America and the Caribbean (ECLAC), for example, possesses a wealth of experience in conceptualizing and experimenting with informal sector data collection methods, and a bibliographic compilation on the sector is under way. With the UNDP-funded project well into its third year, the Economic Commission for Africa (ECA) has learned a lot from implementing the project and from the documentation which constitutes its main output; the methodologies applied in the areas of policy, statistics and training represent a logical starting point for the proposed interregional project. The Economic and Social Commission for Asia and the Pacific (ESCAP), in turn, is known for its development of informal activities – and particularly activities involving women's organizations in the sector.

As to INSTRAW, its advocacy role has ensured that women's issues are included in a broad range of research and training activities. It has also helped to direct attention to women's uncounted contribution to the informal sector. The Institute's experience in the African informal sector project is another valuable resource for further interregional cooperation.

This broad experience should be tapped, especially for purposes of policy-making and making the sector more prominent in national development programmes. As more and more of the population is absorbed into the sector, people will be alienated if there is no concerted effort to make the sector part of national economic plans and goals.

The key role played by the informal sector in absorbing excess work force -- composed of the more vulnerable sectors of the population, including women, particularly in developing countries -- has been widely acknowledged. This represents a propitious avenue for sensitizing concerned sectors of society, primarily the policy makers and programme planners, as to the relevant issues and helping them focus on the present and potential contributions of women in the informal sector to national development planning. The project envisages a broad, sustained impact by developing systematic channels for disseminating the comparative results of parallel activities on the informal sector for adaptation utilizing the expertise, resources and facilities of the regional commissions.

Case Studies will Quantify Women's Contribution

Drawing on experience gleaned from previous INSTRAW work, case studies will be carried out in selected countries. The purpose of the case studies is to quantify women's participation and contribution to the informal economy in order to encourage further review of relevant national economic measures and/or macro and micro policy issues.

Accordingly, research will concentrate on the following areas:

- *Statistics and research studies on women in the informal sector.* Drawing on available data, quantitative and qualitative statistics and indicators will be compiled and analysed.
- *Data gaps.* Existing data are expected to provide baseline information to develop policy guidelines for improving women's status in the informal sector. Since existing data are inadequate for understanding the behaviour, status, role and contributions of women to the sector, data gaps should be addressed and the need for quantitative and qualitative statistics at both the macro and micro levels identified. Gender differentials in socio-economic variables (such as income and time availability) should be emphasized, and a continuous dialogue undertaken between the producers and users of data.
- *Policy research.* Case studies should incorporate in-depth research on relevant policy issues, such as assessing the impact of structural adjustment policies on the informal sector, especially women's activities in the sector; assessing the absorptive capacity of the informal sector for employment, credit resources and accessibility to these resources, and considering the possible diversification of women's informal activities.
- *Synthesis of case studies.* The case studies will be synthesized in order to analyse statistical research and policy reviews, on the basis of which the training component will be designed. Relevant indicators will be compiled and/or calculated from the data to analyse the status, contribution and potential of women in the informal sector. To this end, INSTRAW's *Handbook on Compilation of Statistics on Women in the Informal Sector in Industry, Trade and Services in Africa* will be reviewed and tested for its adaptation in selected project countries.

Areas that require modifications to account for regional and topical specificities should be identified for Asia and Latin America. And, since a large number of women in the informal sector are engaged in agricultural activities, the collection and calculation of data may be extended to include agriculture. One of the project's major outputs will accordingly be the preparation of statistical compilation handbooks for regional adaptation.

Strategies for compiling and analysing data related to policy issues will be designed as well, taking into account the guidelines prepared at INSTRAW's *Consultative Meeting of Experts on the Macro-economic Policy Analysis of Women in the Informal Sector* (Rome, March 1991).

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Experts discuss policies to provide support to women in the informal sector at the consultative meeting held in Rome last March.

Experts Discuss...

(Continued from Page 15)

• Giving priority to training and education, including training of trainers, and to extension services targeting rural women, and

• Creation by governments of a more favourable and enabling environment to encourage the private sector, non-governmental organizations and funding agencies to mobilize their resources towards women's needs in the informal sector.

External Sector Policies

The liberalization of exchange rates and foreign currency regulations can remove some of the constraints on export supply, but because of protectionism in developed countries and the existence of non-competitive international market structures, some countries have experienced problems in entering international markets. The situation may be particularly critical for small producers.

Policies should therefore be aimed not only at removing constraints on supply but also at supporting small producers faced by difficult demand conditions. Accordingly, the meeting recommended consideration of the following:

• Providing export incentives through a review and modification of regulations, procedures and elimination of unnecessary paperwork, which will at the same time promote the export of goods produced by women in the informal sector;

• Encouraging and simplifying the organization of entrepreneurs with a view to increasing both their competitiveness and their bargaining power in export/import markets, and

• Providing alternative channels for marketing the products of women producers.

Labour Policies

The differential effect of policies on segments of the informal sector is nowhere more apparent than in the case of labour policies. Working conditions, level of wages and security of employment are often far from satisfactory for many of those employed in the sector. However, the competitiveness of informal activities is usually based on making labour costs less expensive. Therefore, innovative ways and means should be explored to improve labour conditions while retaining the sector's competitiveness. The following options should be considered:

• Sensitizing formal sector institutions to the possibility of making business by extending social security and insurance, with special attention given to women in the informal sector.

• Securing governmental support for informal sector entrepreneurs to implement measures for improving working conditions in the sector (particularly casual workers and petty self-employed).

• Establishing alternative marketing channels which will free up surplus currently accruing to middlemen so that some of it can be made available to the workers.

The meeting was attended by representatives of several United Nations bodies, regional commissions, the Italian Foreign Ministry and two women's organizations -- AIDoS, and the British Housewives in Dialogue. Participants from Kenya, Malaysia, Peru and Tunisia presented their respective countries' experiences. INSTRAW was represented by its Deputy Director, Eleni Stamiris; Associate Social Affairs Officer Corazon Narvaez, and Programme Assistant Florissa Abreu. □

In Conjunction...

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Training Materials to Follow

The synthesis of case studies will be developed into comprehensive training materials for use at training workshops in the areas of statistics and policy. The former will involve revising INSTRAW's handbook for its adaptation to the other two regions in order to train users and producers of data on how to compile statistics and derive estimates or indicators of women's participation in, and contribution to, the informal sector based on available data. Workshop participants will also be sensitized as to specific data gaps and conceptual difficulties to consider when undertaking special surveys.

Policy training, on the other hand, will use estimates, indicators and the analysis of qualitative inputs and information collected through the case studies in order to attune policy makers to specific macro and micro policy problems. □

Capturing the Elusive...

(Continued from Page 12)

ply-side agenda has surfaced in structural adjustment programmes urged on by the World Bank and the International Monetary Fund, resting on the belief that the principal structural bottleneck in most countries is excessive government intervention in economic life.

The short-term impact of domestic demand deflation, combined with an unpromising world trade outlook, has been significantly recessionary, with sharp increases in open unemployment and expansion of informal economic activities. The impact of domestic recession on the segment of informal subcontractors depends on whether their products are geared towards the domestic market or exports. Structural adjustment policies leading to devaluation of domestic currencies can favour subcontractors producing for the export market. Subcontractors operating for large multinationals within processing zones are in the best position to take advantage of devaluation. On the other hand, subcontractors producing for the domestic market will be adversely affected by the recessionary conditions that affect their parent firms. The segment of the informal sector that does tend to expand during recessionary conditions is that of the petty self-employed.

In three Latin American countries, domestic service accounted for the majority of all women's employment in the informal sector between 1960 and 1980. However, although the sector became more visible between 1980 and 1985, it also grew poorer, since its increase in volume was accompanied by a reduction of average income.

However, there is an inadequate distinction between workers and employers, who are often indistinguishable among the petty self-employed. If it is the petty self-employed segment that has been growing during the last decade, then the optimism regarding the growth potential of the surge in informal activities may be excessive, if not misplaced. That optimism is the cornerstone of much of the multilateral thinking about the possibilities for renewed growth and development in the developing countries in this decade.

Macro Prognosis for the 1990s

While the 1970s was the decade of basic needs and growth with redistribution, and the 1980s the decade of structural adjustment, the 1990s promises to be the decade when increasing attempts will be made at alleviating poverty while restoring economic growth, by raising the productivity of the poor. Two sectors are viewed as especially important for this two-pronged approach: the rural small farm sector, and the urban informal sector.

Better Regulation of Informal Work Needed

The distinctions among the different segments of the informal sector, and among workers, employers and the petty self-employed, are crucial in assessing the impact of such a strategy, particularly on women in the sector. The likely impact of weakening existing labour legislation and regulations will be further pressure on workers in the informal sector by reducing wages in the formal sector. Those who have been working most closely with the petty employed in the informal sector argue not for less regulation in the formal sector, but for more and better regulation of working conditions in informal activities. There is a strong attempt under way to obtain an ILO Convention on Recognition and Protection of Home-Based Workers. Large numbers of women employees are already working in conditions where much of existing labour legislation does not directly apply -- e.g., in small sweatshops or in export processing zones where employers are exempted from most regulations. (Among countries that have not ratified the ILO's Equal Remuneration Convention No. 100 requiring "equal pay for equal work" are a disproportionate number that have large export processing zones.)

It is highly doubtful whether the weakening of formal sector labour laws in any of the countries, developed or developing, has improved employment or working conditions for such women.

Promotion of informal activities has gained favour with the large donor agencies, but the immediate benefit will be to employers in small enterprises. Some regulations intended to promote some aspect of public welfare are frequently open to corruption. A crucial question is where the resources are to come from to provide enough productive assistance so that informal activities can contribute to growth and income generation at the macro level.

The 1990s promises to be the decade when attempts will be made to alleviate poverty by raising productivity of the poor

The 1980s saw an increased demand for women's paid labour through the growth of labour-intensive, domestic and export-oriented manufacturing, food-for-work and labour-intensive infrastructure projects. The case for focusing attention on sectors or trades that already employ large numbers of women has been persuasively argued, but has the potential for bridging the gap between women's economic roles and the as-yet male-biased macroeconomic planning done by governments. A consensus has emerged about the value of credit-based programmes as the most efficient way to support women's economic activities, but it is important to distinguish among women whose basic goals are different, viz., survival, stabilization/security, or growth. The need for complementarity between official policies and organizing by self-employed women has also received attention.

An examination of the likely impact of macroeconomic policies reveals the existence of considerable differences in impact across the different segments. Contrary to the generally accepted view that the informal sector as a whole has expanded during the 1980s, there are plausible reasons for expecting negative recessionary effects in important segments. One of the most urgent requirements for women is in the area of macro data collection informed by an adequate analytical framework.□

INSTRAW Activities

Women and Poverty Adopted as High Priority by INSTRAW Board

The issue of women and poverty will be a high priority for INSTRAW's 1992-1993 biennium, in accordance with action taken by the Institute's Board of Trustees at its 1991 session (New York, 19-22 February). The Board also recommended that INSTRAW should initiate a project addressing women in "transition countries", namely, the former centralized-economy countries of Eastern Europe.

Under other Board recommendations, INSTRAW will:

- commence a special issue review series, the first issue of which will be on *Women and Environment*, in preparation for the United Nations Conference on Environment and Development (Earth Summit, Rio de Janeiro, June 1992), and
- undertake a two-year programme on the development of communications material on women and development, in Argentina, Colombia and the Dominican Republic.

The Secretary-General, Javier Pérez de Cuellar, attends INSTRAW's cocktail during the meeting of the Board. From left to right: Nina Mhiess, Javier Pérez de Cuellar, Gule Afruz Mahbub, Eleni Stamiris, Amara Pongsapich, Pilar Escario Rodriguez and Fabiola Cuvi Ortiz.

The nomination of two new focal points in Korea and Poland, and the transfer of a third focal point in Denmark, were also endorsed by the Board *(see related article, p. 45)*. The Board agreed in principle to the establishment of INSTRAW offices in each of the five regions, funding permitting.

At its meeting, the Board further decided to establish a Strategic Planning Committee to provide policy guidance to the Institute between Board meetings, and a Finance Committee to strengthen INSTRAW's financial base.

INSTRAW's Board Members, from left to right: Elena Atanassova Lagadinova, Eleni Stamiris, Kristin Tornes, Gertrude Ibengwe Mongella, Hawa Diallo, Penelope Ruth Fenwick, Gule Afruz Mahbub, Amara Pongsapich, Jacqueline Malagon, Faviola Cuvi Ortiz, Pilar Escario Rodriguez-Spiteri and Virginia Olivo de Celli.

Statistics Work Commended

INSTRAW's training activities on statistics had extended beyond the sensitization level and had in fact helped in national development plan-

ning, according to the liaison officer of the International Fund for Agricultural Development (IFAD), who attended the session. The representative of the United Nations Statistical Office said the Institute's work on women in the informal sector in Africa had "broken new ground" in collecting statistics on that sector, adding that it was the first time that women's contribution in the informal sector could be estimated. In its report to the Economic and Social Council, the Board reconfirmed the importance of INSTRAW's "catalytic role" in the development of methodology for compiling gender-specific statistics for policy-making on women's role in the informal sector, including agriculture.

The Board elected Gule Afruz Mahbub (Bangladesh) as President, Virginia Olivo de Celli (Venezuela) as Vice-President, and Penelope R. Fenwick (New Zealand) as Rapporteur. Also attending were Enrique ter Horst, Assistant Secretary-General, Office of the Director-General for Development and International Economic Co-operation, representing the Secretary-General, representatives of the regional commissions and representatives of the host country (the Dominican Republic), the United Nations Secretariat, other United Nations organizations, non-governmental organizations and INSTRAW focal points.□

INSTRAW Sponsors Scholarships and Internships

As part of its activities under the scholarship programme for the biennium 1990-1991, INSTRAW offered scholarships to its focal points, on the basis of equitable geographical distribution, to spend from one-to-three months at INSTRAW. Ten highly competitive candidates were submitted by nine focal points from the African, Asian, European and Latin American and Caribbean regions. Three scholars – Rita Maria Pereira (Latin America and Caribbean), Ellen Juul Olsen Farr (Europe) and Myrna Ilagan Jarillas (Asia) – were chosen this year, on the basis of the relevance of their background experience and work to INSTRAW's programmes and of their own areas of interest, which concern gender, environment and sustainable development; WID, and statistics and indicators, respectively.

The scholarship programme aims to provide training opportunities to researchers on WID issues, and in connection with INSTRAW's work programme and the candidate's specific interests. The scholars are also expected to make a valuable contribution to furthering the Institute's work in a specific programme or area, and the training they receive at INSTRAW should enhance the knowledge and skills to be used by the scholars in their future work.

During 1990, the following 10 interns participated in INSTRAW's internship programme, doing research and other work in such areas as WID, Midlife and Older Women, the Informal Sector, WID Curricula, Energy, Women's Access to Credit and Environment: Iris Deprsch (Germany), Pilar González Laso (Spain), LaVerne Hargett (United States), Natasha Kadic (United States), Nabeela Khatak (Pakistan), Riham Kosta (United Kingdom/Oman), Stephanie Mulot (United States/France), Susan Sadocha (United States), Mahendra Shrestha (Nepal) and Michelle Turner (United States).

In 1991, Gretchen Kuhner, Diana M. Cepeda and Linda Schade, all from the United States, are carrying out internships in connection with INSTRAW's programmes on Women's Access to Credit, WID Curricula and Communications, respectively.

Ms. Kuhner has a degree in Political Science from Occidental College, Los Angeles, California, and is currently the recipient of a year-long independent study fellowship from The Thomas J. Watson Foundation. Ms. Cepeda, who has a degree in Political Science from Wagner College in Staten Island, New York, is on the staff of the Permanent Mission of the Dominican Republic to the United Nations. Ms. Schade also has a degree in Political Science – from Rutgers University, New Brunswick, New Jersey. This fall she will begin course work for a Master's degree in City and Regional Planning at Cornell University in Ithaca, New York.

Intern Works with Dominican Theatre Groups

Another INSTRAW intern, Michelle Turner, spent 3 months in the country working with two local grass-roots women's theatre groups to explore the use of drama as a means for learning, sharing and expressing personal and collective experiences and for influencing values, ideas and behaviour.

A native of the Dominican Republic studying drama at Dartmouth College, Michelle Turner came to INSTRAW in 1990 through Dartmouth's United Nations Institute. During her three-month stay, she worked with Teatro Ruta in the north central part of the country and with another incipient group near the capital city of Santo Domingo. Teatro Ruta was created by grass-roots initiatives, but has received technical support from a national women's organization called MUDE that provided the group with a theatre director for three months.

Ms. Turner found that the most pressing need of the theatre groups is for support from other more recognized groups and individuals, such as national women's organizations and theatre experts. Most important, she points out, is the sense of legitimacy that springs from such support.

The main objectives of INSTRAW's internship programme are to familiarize interns with the United Nations and with INSTRAW's programmes, and to give interns the opportunity to do research on gender issues in concrete areas of development. Internships, which can range from two to six months in duration, are generally carried out at the Institute's headquarters in Santo Domingo and at its Liaison Office at the United Nations Secretariat.□

ECOSOC Appoints Five Members to Board of Trustees

Three women from the Bahamas, Morocco and Poland have been appointed to the INSTRAW Board of Trustees by the Economic and Social Council (ECOSOC). At its first

regular session of 1991, the Council also voted to reappoint Gule Afruz Mahbub (Bangladesh) and Kristin Tornes (Norway).

D. Gail Saunders (Bahamas), Director of the Department of Archives and President of the Bahamas Historical Society, has spent most of her professional life working with archives and public records. She has carried out numerous assignments related to the history and culture of the Bahamas, participating in conferences and authoring books and articles. She holds a Ph. D. in Philosophy-History.

Fatima Benslimame (Morocco) is President/Director of the Moroccan Child Welfare League, member of the bureau of the Association for UNICEF and Secretary-General of the Association of Friends of Foreign Studies in Morocco. She is also a founding member of the Moroccan Family Planning Association and of the Pan-African Family Organization.

Ms. Benslimame has participated in various women's development meetings around the world and, as a representative of her country, has attended several international conferences on women and development. Her articles on the emancipation of women have appeared in national dailies and international magazines.

The Eastern European region will now be represented by Renata Siemienska-Zochowska (Poland). She is an associate professor at the University of Warsaw's Institute of Sociology and also serves as adviser to the Office of Women's Affairs, Ministry of Labour and Social Affairs. Ms. Siemienska-Zochowska possesses vast teaching experience at the university level and has lectured extensively outside her country. The author of books and papers on a wide range of topics in the social sciences, she has written about women in politics, gender equality, women and family in Poland, women in education and the feminization of professions. In addition, she is a member of the Council of the International Political Science Association.

The Board of Trustees is composed of 11 members nominated by States and appointed by ECOSOC to serve for three-year terms, with due regard to the principle of equitable geographic distribution. The five Board members appointed this May begin their terms effective 1 July.□

Pakistani girls learning to sew to increase the family income.
UN photo

Women and Environment

INSTRAW Launches New Programme on Women, Environment and Sustainable Development

INSTRAW's new programme on Women, Environment and Sustainable Development responds to the world-wide concern with environmental issues, which first came to the forefront with the United Nations Conference on the Human Environment (Stockholm, 1972) and which will be reexamined 20 years later at the United Nations Conference on Environment and Development (Earth Summit, Rio de Janeiro, Brazil, June 1992).

The Institute became involved in environmental issues as early as 1982, through its sectoral programmes on women, water supply and sanitation, and women and new and renewable sources of energy. These programmes included the promotion of sound environmental management.

INSTRAW's new programme concentrates on gender as an important variable in environmental issues. Women are the main, but largely neglected, environmental managers, especially in developing countries. However, their health and livelihood and consequently their ability to act as effective agents for conservation – are often destroyed by environmental degradation and by development and conservation projects whose design failed to take account of the central role of women in environmental concerns.

In its long-term research programme, INSTRAW will undertake environmental research with a gender perspective to demonstrate how women contribute to the ecosystem. This research, which is being conducted for INSTRAW by a joint team from the University of Utrecht and the Institute of Social Studies of The Hague, will consist of two phases. Phase I will comprise a comprehensive review of women, environment and sustainable development, placing the issue in a theoretical framework and considering past and future actions at the policy and decision-making levels. Phase II will constitute designing a methodology for further research and training on the subject.

Another research project presently being conducted is "Social Impact Analysis of Technology Projects in Developing Countries, with Particular Reference to Women's Position". The International Centre for Public Enterprises (ICPE) in Yugoslavia is preparing for INSTRAW a state-of-the-art review and critical assessment of existing literature on the socio-environmental parameters of investment transfer of technology in developing countries with special emphasis on the social impact of proposed technologies on women. The research will also seek to identify existing approaches to social impact analysis with the view to applying such analysis to current project planning and evaluation procedures on the subject and will prepare a methodology for social impact analysis for policy action.

Activities for 1991-1992 include participation in a series of international meetings and conferences on the environment and publication of the first edition of INSTRAW's special issue publications series on the subject of women and environment.

Latin American Focal Points Attend Meetings on Environment

In preparation for Earth Summit, a series of public forums called *ECO '92* are being held regionally. For the European countries, a meeting took place in Norway in May 1990, while the Asia and Pacific ECO '92 was held in Thailand in October 1990. Forums are also being planned in Africa and Western Asia.

Mexico City hosted ECO '92 for the Latin American and Caribbean region on 2-4 March 1991, where INSTRAW was represented by its focal point in that country, the Consejo Nacional de Población. Some 200 participants discussed such issues as external debt, structural adjustment policies and their impact on sustainable development, the management and use of forests, energy and industry, poverty, marine and coastal resources, international trade, emerging new technologies, population growth and access to resources. The forum resulted in a proposal to create a Latin American financial institution to help pay for environmental restoration. It was organized by the Economic Commission for Latin America and the Caribbean (ECLAC),

the Federación Conservacionista de México (FECOMEX) and the Friedrich Ebert Stiftung.

Dominican Republic Hosts Conference on "Humanity and Nature"

Earth Summit preparations are also under way at the subregional level. A conference entitled *Humanity and Nature* was organized by the Fundación Ciencia y Arte in the Dominican Republic to discuss environmental issues in the Caribbean region with specific emphasis on the Dominican Republic and Haiti. It was held in Santo Domingo, 18-23 March 1991.

The purpose of the conference was to help develop a political platform concerning the use of natural resources and environmental conservation. National and international experts addressed the following topics: the importance of natural resources in the development process in the Dominican Republic; deforestation and reforestation; coastal and maritime resources; tourism and environment; urbanism, industrial and agricultural production; health, and national and international experiences in developing political platforms on natural resources and conservation of the environment.

One of the major conclusions of the conference was that in considering ecological and environmental issues, the Caribbean must be considered as a whole, despite social, political, cultural and economic diversity. Specific environmental problems, such as deforestation in Haiti, coastal maritime contamination in Puerto Rico and deforestation and river contamination in the Dominican Republic, affect the region as a whole.

Participants recommended that a platform paper be presented at Earth Summit to outline the region's problems and strategies. INSTRAW presented a paper linking women and the environment and summarizing its new programme on the topic. Addressing an audience specialized in various environmental issues but not familiar with gender perspectives, the paper noted women's direct contact with the environment in both developed and developing countries. In the latter, women are the main farmers, collectors, producers and managers of fuelwood and the primary users of water for home and agriculture; they are also responsible for most garbage disposal. In developing and developed countries alike, women have been at the forefront of environmental movements, such as the Chipko movement in India. Because they affect and are affected by environmental conditions, they should be considered and involved in all environmental policies and strategies.

The sound/slide component of INSTRAW's training module on "Women and Energy: New and Renewable Sources of Energy" was also presented at the conference, as were the Institute's Spanish-language publications on energy and water/sanitation issues.

Environment Is Subject of Meeting in the Andes

An international conference on environment and development, the *Encuentro de los Andes*, was held in Las Leñas, Mendoza, Argentina, on 14-20 April 1991, in preparation for Earth Summit. It was conceived as a forum for non-governmental organizations (NGOs) and other entities to brainstorm on the various ideological positions and sectoral focuses which constitute the prevailing trends on the subject of environment and sustainable development.

The organizing committee consisted of three local NGOs – the Fundación Bariloche, Fundación Ambiente y Recursos Naturales and Fundación Mediterránea. The United Nations Information Centre for Argentina and Uruguay, the Centre for Our Common Future, the Economic Commission for Latin America and the Caribbean and the Regional Office for Latin America and the Caribbean of the United Nations Environment Programme (UNEP/ORPALC) sponsored the event.

INSTRAW was represented by its focal point in Argentina, the Under-Secretary for Women's Affairs of the Secretariat for Human Development and Family at the Ministry of Health and Social Affairs.

Women's Global Assembly to Convene in Miami

Another significant preparatory meeting for Earth Summit is being organized by women from all over the world. This meeting, the *Global Assembly of Women and Environment: Partners in Life*, is being planned by the Senior Women's Advisory Group on Sustainable Development of UNEP in cooperation with various United Nations agencies, including INSTRAW. The meeting will take place in Miami, Florida, on 4-8 November 1991.

The Assembly is being convened as a forum for women to present their activities and success stories in the areas of water, energy as it relates to climate change, waste and environmentally friendly systems and technologies and products. Women will demonstrate their present and potential approaches to sustainable development throughout the world. INSTRAW is preparing a video and modular unit on women and environment, which will be shown at the meeting and at an INSTRAW subregional training seminar on the subject to be held next year in Cairo, Egypt. In addition, the Institute will be sponsoring the participation in the Assembly of three Latin American and Caribbean women actively involved in ecological or environmental conservation.

Latin American Women Prepare for Global Assembly

In preparation for the Global Assembly, a number of meetings are being organized in different regions and sub-regions.

The Fundación Natura of Ecuador has undertaken a project entitled "The Decade of the Nineties: The Role of Women in Latin America in Achieving Sustainable Development". That project culminated in a regional meeting on women, environment and development, which served as the Latin American preparatory forum for the Global Assembly. It was held in Quito, Ecuador, on 24-25 March 1991.

INSTRAW was represented by Fabiola Cuvi, former Vice President of INSTRAW's Board of Trustees and President of the Instituto Ecuatoria-

no de Investigaciones y Capacitación de la Mujer (IECAIM), INSTRAW's focal point in Ecuador.

Another preparatory meeting for both the Global Assembly and Earth Summit was organized by Development Alternatives for Women in a New Era (DAWN). This meeting took place on 23-24 May in Barbados, where activists, researchers and policy makers from various regions of the world were invited to brainstorm on issues related to women, environment and development. Discussions are to be summarized in a platform paper, prepared by DAWN for Earth Summit *(see box)*.

INSTRAW is collaborating with DAWN in this meeting and has commissioned research studies from some of the participants. Those studies, along with a summary of the meeting itself, will be included in the first edition of INSTRAW's special issue publication series.

Rural Dominican Women to Discuss Environment

Women leaders, technicians and professionals involved in environmental work will meet to exchange their experiences at a seminar-workshop on *Women, Environment and Natural Resources*, to be held in San José de Ocoa, Dominican Republic, 25-29 June 1991. The objectives are to consider and enhance the role of women's organizations in defending the environment and natural resources, to promote the use of appropriate technology and to discuss strategies for the sustainable development of rural areas.

The current state of the environment and of natural resources in the Dominican Republic will be discussed by one of the panelists. Other topics include the management of inner basins and deterioration of water sources; the importance of biological agriculture in environmental protection; development and management of energy farms; the role of irrigation and soil conservation in well-balanced ecosystems, and the impact of environmental education on the quality of life of rural women.

Attending the workshop will be representatives of environmental groups,

Environmental Health Hazards Discussed at Barbados Meeting

The environmental impact of industrial processes on women as workers and as intermediaries for children and families were among the gender issues discussed at a recent meeting on *Women and Environment*, sponsored by Development Alternatives for Women in a New Era (DAWN) in Barbados, 23-24 May. Exposure to industrial and toxic pollutants is just one of the health hazards borne by women who reside in bauxite-mining regions or near nuclear plants and testing sites and toxic waste dumps. Such hazards also include food poisoning and waterborne diseases.

The meeting, which was attended by 36 participants including DAWN regional representatives, INSTRAW staff members and consultants, representatives of governments and women's organizations from the host country and from other British West Indies countries, featured three workshops.

At the workshop on nuclear testing, industrial and toxic wastes, waste disposal, pollution and pesticides, discussion focused on the respiratory ailments, skin infections and cancers resulting from exposure to pollutants. The reluctance of extractive and petrochemical industry employers to conform to or establish occupational safety limits beneficial to women was stressed, as was the physical dislocation to which women and their families are susceptible, under the terms of land utilization deals negotiated between industrial combines from the North and governments from the South.

In bauxite-producing regions, for example, the loss of all affective ties to land and community forces women into occupational and social relationships detrimental to their health and well-being. Women who engage in agriculture in such regions suffer substantially from the effects of dust and air pollution and caustic waste lakes. The livelihoods of women and communities dependent on coastal and marine resources are jeopardized by toxic waste dumping at sea and the cleaning of oil tankers and other commodity carriers. Women and children are especially vulnerable to the consequences of the improper formulation, use, storage, transportation and disposal of pesticides – the regulation of which is absent in most developing countries.

The argument that population growth is the main cause of environmental degradation was debated at a second workshop, on population, migration, urbanization and reproductive rights. Participants discussed the effects of migration on fertility patterns, as well as the difficulty for the poor in developing a concern for environmental protection. They also examined the impact on women of profit-oriented economic policies and short-term-oriented exploitation of the environment.

A third workshop was devoted to natural hazards, disaster prevention and management, deforestation, mining, marine and coastal destruction, with participants stressing that natural disasters cannot be divorced from government policies. Women, who play multiple roles in disaster prevention and recovery, are often the first to respond to search-and-rescue operations, victim treatment and evacuation exercises, while at the same time coping with personal and domestic family needs. In that context, the meeting considered structural adjustment policies which sometimes sacrifice investments in health care, education, sanitation and other social services in the name of national development.

Educating women and children about all types of environmental hazards; involving women in the analysis of population/environmental issues from the perspective of voluntary and forced migration; encouraging them to resist crisis management of the deleterious effects of resource mismanagement; paying women to plant trees and promote environmental protection as a source of livelihood and sustainable development, and teaching them about environment-friendly economic and social alternatives, such as ecotourism, were recommended by the meeting as future workshop topics.

INSTRAW was represented by Deputy Director Eleni Stamiris and Associate Social Affairs Officer Julia Tavares.□

women's organizations and agricultural development groups in the Dominican Republic. INSTRAW plans to present a paper.

INSTRAW Contributes to "Women and Environment" Publication

INSTRAW contributed an article to a book entitled *Women and Environment*, which is being prepared by the Joint United Nations-NGO Programme Group on Women and Development and which will be published by ZED Books. The article, which focuses on education and communication, analyses the role and the potential of women as generators and transmitters of knowledge on environmental problems and sustainable development. It is part of the chapter "Women: the Key Agents of Change" and was written by the Institute's former Communications Officer, Elisabeth J. Marsollier.

The article begins with a definition of the terms education and communication, emphasizing the need to provide women with appropriate environmental training, information and employment opportunities that will lead to a more equitable and sustainable development of the planet and to a healthier environment. It analyses the role of women as primary educators, since they influence the entire family circle and are crucial in imparting their views on the environment to children. A survey follows of pioneering educators, communicators and information specialists in the field of women and environment "with a Yin touch", as the author says. She emphasizes Rachel Carson's contribution to promoting a development strategy for the world: "Thinking globally and acting locally".

The article highlights the importance of having knowledgeable women participate in think tanks and in environmental training activities that allow them to educate both the public and policy makers on the vital linkages between women, natural resources and sustainable development. It also touches on the altruistic attitude of women in passing their acquired knowledge on to others and gives examples of

(Continued on Page 43)

Women and Credit

Cyprus Hosts Seminar on Banking for Rural Women

An interregional training seminar on how to improve banking for rural women, organized by the International Fund for Agricultural Development (IFAD) and INSTRAW in collaboration with the Mediterranean Institute of Management (MIM), was held in Nicosia, Cyprus, 19-30 Novembre 1990.

The seminar's objective was to train participants, primarily from financial institutions, in ways and means to enhance women's access to financial services. It was designed to acquaint participants with successful and replicable banking services for women, including banking policies, concepts, marketing systems and procedures. Working groups and field visits enabled local and international women to share their experiences, and participants prepared action plans on women and financial services for submission to their respective institutions.

Representatives of the public and private sector in Cyprus, including the Cyprus Popular Bank, the Bank of Cyprus, the Ministry of Agriculture and Natural Resources, and the Ministry of Commerce and Industry, discussed women-oriented lending schemes and cooperatives. Staff members of international organizations presented case studies on women and credit in Africa and other regions, and presentations were made on financial services offered to women in various countries. International and local women exchanged experiences on small enterprises owned and managed by women. Participants also debated the integration of women in the business and economic activities of Cyprus and changes in women's traditional roles since the country's independence (1960).

The seminar produced a number of recommendations on improving rural women's access to financial services. At the government level, these included:

- Making policy makers and bank managers more sensitive to the needs of the most disadvantaged groups, particularly women;
- removing discriminatory laws, particularly those on land ownership, legal age, property rights within the family and community, and tax legislation;
- providing financial institutions with incentives to decentralize their services so as to be more accessible to women in rural areas;
- increasing the allocation of credit, technical assistance and extension services to rural women's income-generating activities;
- ensuring ratification and implementation of the United Nations Convention on the Elimination of All Forms of Discrimination against Women, and
- promoting the collection of statistical data on gender as a basis for reflecting women's contribution to national development.

Among the recommendations to be implemented at the institutional level were the following:

- Adapting institutional policies to take into account the special needs of rural women;
- including gender-disaggregated data in management information systems;
- providing customer-oriented services that take into account the requirements of rural women, such as opening rural branches, providing mobile banking, making banking hours more convenient to accommodate women's demanding schedules, easing the col-

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UN photo/J. Foxx↑ UN photo/B. Wolff↓

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Economic Crisis

Photos/E. Meltzer ↑↓

"The global economic crisis has even further limited women's employment opportunities.

Women are, however, increasingly turning to the informal sector to survive, using their resourcefulness to create income"

(Continued from Page 29)
lateral requirements for land ownership, simplifying banking procedures and offering more appropriate savings schemes;

- training staff at all levels to be gender-sensitive in providing financial services;
- increasing the number of female field workers in rural areas;
- helping women customers to develop business, managerial and entrepreneurial skills, and
- recruiting and promoting qualified women at the managerial and policy-making levels.

Eighteen participants, representing central banks, commercial banks, agricultural and industrial development banks, cooperative banks and credit unions, attended from 16 countries: Cameroon, Egypt, Ethiopia, The Gambia, Kenya, Lesotho, Namibia, Nigeria, Seychelles, Sierra Leone, Somalia, Sudan, Swaziland, Tanzania, Uganda and Zimbabwe.

The United Nations Development Fund for Women (UNIFEM), the Inter-American Development Bank (IDB) and the World Bank sent representatives, as did Women's World Banking, a non-profit financial institution based in the Netherlands.

Latin American and Caribbean Rural Women are Focus of Costa Rica Seminar

Economic Progress of Rural Women in Latin America and the Caribbean is the subject of a regional seminar to be held in San José, Costa Rica, 17-21 June. Sponsored by the International Fund for Agricultural Development (IFAD) in conjunction with the Interamerican Institute for Agricultural Cooperation, the seminar will address four main topics:

- an analysis of the economic role and needs of rural women in Latin America;
- women's access to production-related extension and training services;
- access to credit, financial organization and administration, systems and procedures, and
- microenterprise as a means of ingrating women into rural development projects.

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ECONOMIC SECTORS the role of WOMEN

Women and Water

Collaborative Council Changes Name

The Collaborative Council of External Support Agencies active in the field of water supply and sanitation voted to change its name to the Water Supply and Sanitation (WSS) Collaborative Council at a special meeting held in New Delhi, India, 8-9 September 1990.

The Council agreed that its objectives should be modified and its membership altered to include professionals from both external support agencies (ESAs) and developing countries. These changes were also reflected in the change of name.

The Council's mandate is to enhance collaboration among developing countries and ESAs so as to accelerate the achievement of sustainable water supplies and sanitation and waste management services for all people, with emphasis on the poor.

To achieve this objective, the Council seeks to:

- Provide a forum for sector professionals to identify, review and seek consensus on key sector issues and ensure widespread communication of the results;
- Alert members to opportunities for more efficient use of resources;
- Increase awareness of the need for intensified efforts to expand sustainable coverage and effective use during the 1990s;
- Promote enhanced collaboration at the country level, and
- Stimulate the adoption of more harmonious policies, strategies and programmes.

The Collaborative Council will prepare issue papers and position papers on key sector issues and seek ways of raising awareness within and beyond its membership of common goals and approaches, as well as encourage regional meetings hosted by appropriate regional member agencies.

The meeting was attended by 50 participants from 30 external support agencies, including two representatives of the Government of India and the Chairman of the Union of African Water Suppliers. INSTRAW was represented by Borjana Bulajich, Associate Social Affairs Officer.

Safe Water 2000 – Serving the Unserved

A global consultation on *Safe Water and Sanitation for the 1990s* was held in New Delhi, India, 10-14 September 1990. It was hosted by the Government of India and co-sponsored by the United Nations Development Programme (UNDP) and the United Nations Steering Committee for Co-operative Action for the International Drinking Water Supply and Sanitation Decade (IDWSSD, 1981-1990), together with the Collaborative Council of External Support Agencies.

The global consultation assessed the Decade, during which an estimated 700 million people gained access to safe water and 250 million to adequate sanitation. These figures were, however, offset by population growth, resulting in the same number of people being left without access to safe water and sanitation as 10 years ago. One in three of the developing world's population still lacks basic human needs. The Decade has fostered unique and positive experiences and helped systematize strategies, approaches and support

structures at the national, regional and international levels. None the less, with the continuous global population increase and the worsening health conditions and environmental degradation, concerted efforts must be continued world-wide during the 1990s.

The global consultation was intended to provide an opportunity for consultations between developing countries and ESAs and to formulate strategies for environmentally sound and sustainable WSS services for the 1990s and beyond. The consultation built on the accomplishments of the Decade itself, which marked the beginning of a new phase of accelerated development for the hundreds of millions of unserved low-income people.

Safe water supplies and disposal of solid and liquid wastes are priorities for improved health, poverty alleviation and environmental protection. Their provision through community management must be a primary goal for the 1990s.

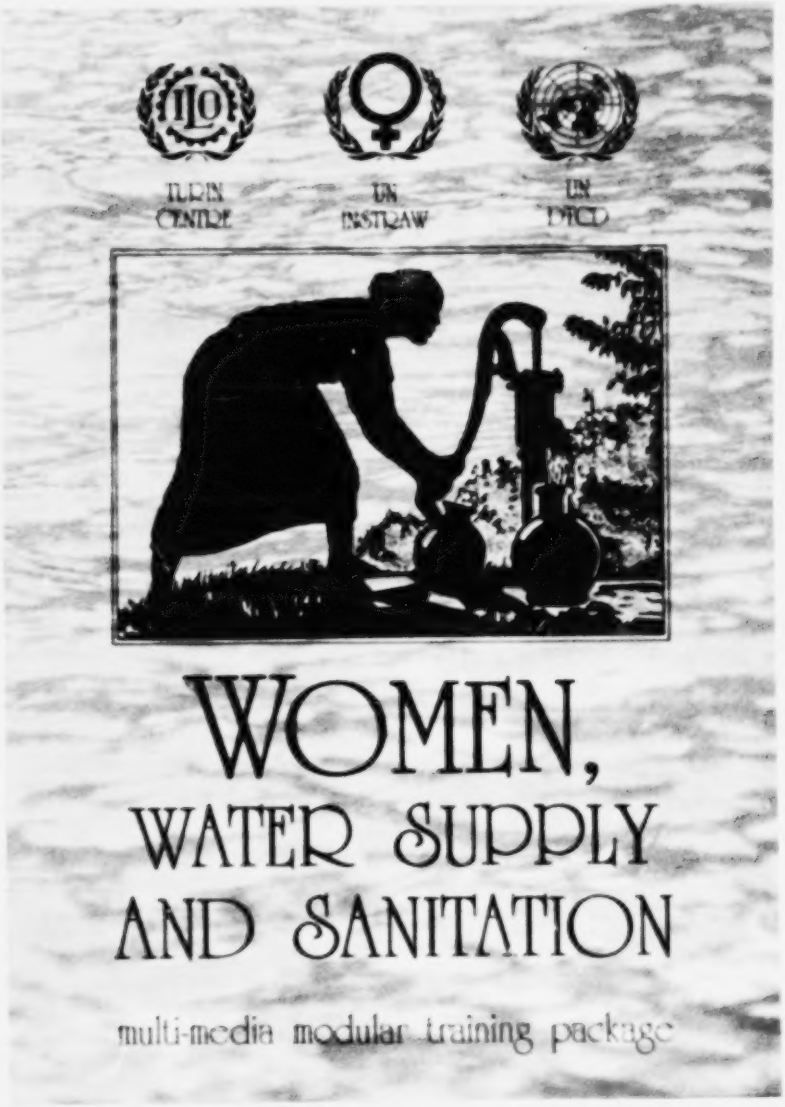
Maximizing sustainable WSS coverage will require political commitment to apply the many lessons of the Decade. The use of appropriate technologies, combined with community management and human resource development, will reduce investment costs and improve sustainability. Countries can thus extend coverage with sociall acceptable and affordable service standards at achievable investment levels.

For the sector to take up this challenge, there were four guiding principles within an overall philosophy of "some for all rather than more for some":

- safeguarding health and protecting the environment through integrated water resource and waste management;
- a reorientation of institutional strategies to ensure an integrated approach, including educational aspects, a change in attitudes, behaviour and procedures, and participation of women at all levels of sector institutions;
- community management and operation of facilities, and
- sound financial practices, improved management of existing assets and consistent use of appropriate technologies.

Participants recognized the paramount role of women in relation to the guiding principles and also stressed the need to involve them more effectively at all levels as one of the priorities of the 1990s.

The consultation was attended by more than 500 participants, including Borjana Bulajich, INSTRAW Associate Social Affairs Officer.



The WWSS multi-media modular training packages aim at promoting integration of women's needs with participation in sustainable water supply and sanitation programmes with particular attention to training activities and management of water resources.

Dublin Conference on Water and Environment Recommended

An international conference on water and the environment will be held in Dublin, Ireland in 1992 according to recommendations made by the Administrative Committee on Coordination, Intersecretariat Group for Water Resources, which met in Geneva from 3-5 October 1990. That conference will take place in the context of the United Nations Conference on Environment and Development (Earth Summit, Rio de Janeiro, June

1992) and will constitute a landmark in the organizations' water resources-related work.

The agenda focused on formulation of a strategy for implementing the Mar de Plata Action Plan in the 1990s, which was drawn up by the United Nations Water Conference (1977) and defined the guidelines and strategies of the Decade. In addition, participants discussed water resources assessment, management and policy formulation; water quality and environmental issues; the action programme on water for sustainable agricultural development; water supply and sanitation; human resources development; regional considerations, and issues related to the preparatory work for Earth Summit.

The INSTRAW-ILO/Turin Centre training packages on "Women, Water Supply and Sanitation" were acknowledged as being a useful training approach and methodology for policy makers and senior officials from ministries and other target groups.

The ACC Group meeting was attended by 27 representatives of United Nations bodies and specialized agencies. INSTRAW was represented by Borjana Bulajich, Associate Social Affairs Officer.

Water Decade Assessed by Steering Committee

Assessment of the International Water Decade was among the topics at the eighteenth meeting of the Interagency Steering Committee for Cooperative Action for the IDWSSD, which was held in Geneva on 2 October 1990.

Review of the report of the Global Consultation Meeting and its implication for the work of the Steering Committee, the future of the international framework for global cooperation, and future activities of the Steering Committee were also discussed.

One of the major future activities of the Inter-agency Steering Committee for Water Supply and Sanitation would consist of clear identification and promotion of the New Delhi guiding principles.

INSTRAW's progress report on its water-related activities was presented during the meeting.□

Women and AIDS

Meeting on Research Priorities Regarding Women and AIDS

INSTRAW Deputy Director Eleni Stamiris participated in a meeting on *Research Priorities Regarding Women and AIDS* held by the World Health Organization (WHO) in Geneva, 19-20 November 1990. More than 25 representatives of health organizations and services, academic and research centres and international organizations took part in the meeting, which was convened to examine and assess all the research recommendations that have been made thus far by the international community regarding women and AIDS, formulate research questions and methods, review existing constraints to implementing AIDS programmes and projects and recommend possible solutions.

One of the main points stressed was the fact that although more than one-third of the estimated 8 million HIV-infected persons in the world are women, research concentrating on aspects of the AIDS epidemic that pertain particularly to women has been slow to materialize. It was generally agreed that because western research currently leads the field, the gender and cultural bias of present knowledge of AIDS has slowed recognition of the importance of the disease as it affects women due to a host of medical and non-medical factors, not the least of which is the low societal status of women. This tardy recognition, combined with gender discrimination, research problems specific to women and lack of interest, has also hindered further progress.

For discussion purposes, research was divided into the following topics: epidemiology of HIV/AIDS; behavioural research; and social and economic aspects of HIV/AIDS and women, including women as providers and users of health care. Research priorities set for each group included the following:

- **epidemiology**: further research is needed as to the biological consequences of HIV infection in women, the reciprocal effects of pregnancy on the HIV virus, effects of certain drugs on the HIV virus in women, whether pregnant or not, and the effects of certain drugs which could reduce vertical transmission (mother-foetus) of the disease.
- **behavioural research**: further research is needed on preventive strategies for all groups of women –urban and rural, married and single, all age groups and socio-economic status – and not just for such traditional high-risk groups as prostitutes. Such research should include women's capacity for sexual negotiation and mechanisms to improve their skills, effective means of communicating information to women, including their access to health services, sexual and non-sexual behaviours and socio-economic factors that either increase or reduce women's risk of HIV infection as well as determinants of the behaviour and possible change.
- **socio-economic aspects of HIV/AIDS and women**: the relationship between poverty and the susceptibility to HIV infection via biological, immunological and other mechanisms should be explored in order to identify factors favourable to intervention through empowerment strategies, for example. The status of women in all countries should be monitored as the HIV/AIDS

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Photo: P. Pittet

African women working together

WID Curricula

Latin American Women Discuss Research Perspectives

Prominent researchers from Latin America and the Caribbean gathered in Santo Domingo on 7-9 May to discuss and compare theoretical and methodological perspectives of research on women within the region and from country to country. The goal of this meeting of the Grupo de Trabajo Condición Femenina of the Consejo Latinoamericano de Ciencias Sociales (CLACSO) was to identify research gaps and methodologies as well as future strategies for undertaking research on this topic in the region.

In discussing the historical development of research on women in Latin America and the Caribbean, participants agreed that while in its initial phase, research had been carried out more by activists than by social scientists, and the focus had been more on women than on gender, it could now be approached from broader social science perspectives. The object of study, it was agreed, should not be women as such but society as a whole: studying society from a gender perspective can contribute to a broader understanding of social processes. If research on women is not oriented in this direction, it runs the risk of becoming "ghettoized" and hence losing any possible impact on social policies, attitudes and behaviour.

Women's economic participation was cited as being the most prevalent topic of study in the region, specifically women in industry, women in the rural sector and women as domestics. National patterns were identified according to political conditions and the degree of urbanization and industrialization. For example, the topic of rural women has scarcely been dealt with in Argentina, a highly industrialized country, while the informal sector and the impact on the family of the socio-economic crisis have received more attention.

Likewise, different political situations have affected the ways in which researchers approach the topic of political power. While in some countries, it has not been addressed by academics, in others —such as Nicaragua and Venezuela— it has been dealt with extensively. All participants agreed that women and political power is an issue of great interest, and one that will be increasingly addressed in the 1990s. Another issue that has received varying amounts of attention, but on which further research is needed, is domestic violence. The related issue

of abortion should also be studied more closely.

Discussing the contributions that women's research has made or can make to social science methodology, some participants noted the linkages that many researchers have attempted to make between the micro and the macro realms, studying the domestic unit as part of the macro dimension. Concerning conceptual and methodological frameworks, the scholars proposed making greater use of the semiotic approach. They called for a thorough review of the theoretical/methodological contributions of women's research to the social sciences. This review was deemed essential if research on women is to be a part of the overall social science discourse.

Despite the fact that all researchers attending the meeting belonged to CLACSO's working group on the female condition, discussions showed that there is a lack of communication between, and concerted action by, women scholars from the Caribbean and South America. Accordingly, participants agreed to prepare a directory as a means of expanding the regional network of researchers on the topic of women.

In order to allow Dominican researchers and other interested people to share the experiences of the experts, a panel discussion was held at INSTRAW on 8 May to address the issues debated in the working sessions. Entitled *La Investigación Social en el Tema Mujer en América Latina* (social research on the topic of women in Latin America), the panel served as a forum for the exchange of ideas between Latin American scholars and local feminists on the cultural differences apparent in various research methodologies. Panelists summed up the situation of women in their respective countries over the past 20 to 30 years, particularly in the context of political developments. Women in Puerto Rico, for example –first a territory and then a commonwealth of the United States, which has long been exposed to feminist ideas– have had access to education and other means of improving their lives. This situation contrasts with that in other Latin American countries where women have had to struggle harder to achieve basic social and political rights, often with limited success. □

Women and the Family

International Year of the Family: Task Force Meets in Vienna

The ad hoc inter-agency task force for the celebration of the International Year of the Family (IYF) in 1994 met in Vienna on 13-14 March. The Year's main theme is "Family: resources and responsibilities in a changing world".

The meeting was held to review mandates and programmes of United Nations agencies relating to family issues, the role of the United Nations system in preparing and observing the IYF and inter-agency cooperation.

Participants representing 26 United Nations agencies approved the following recommendations for action by relevant agencies, including:

- identifying modalities to strengthen the role of the family in the process of socio-economic development;
- paying due attention to the impact of overall development strategies and broader socio-economic activities on the family and on individual family members, so as to strengthen the family and promote the rights and status of all its members, particularly women and children;
- identifying their own specific themes for the Year that highlight the family dimension of their respective mandates;
- identifying topics for system-wide action programmes, such as 'Family as agents of development at the local level", "Responsible Fatherhood" and "Role of the Family in the Improvement of the Quality of Life"; and
- devoting special attention to projects concerned with refugee families, as a tangible contribution to the International Year of the Family, especially in cooperation with the United Nations High Commissioner for Refugees (UNHCR) and the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA).

Preparation by the International Year of the Family Secretariat of a paper dealing with such issues as conceptualization, typologies, structures and functions concerning the family was recommended by the meeting, which further suggested that the United Nations Statistical Office could provide a description of the family for statistical purposes. That office could also prepare a joint statistical chart on the family, with relevant contributions from concerned organizations and agencies.

A second ad hoc inter-agency meeting will be convened 5-6 March 1992, prior to the meeting of the Commission on the Status of Women. It will discuss major international events in 1992 of specific relevance to the IYF, such as the United Nations Conference on Environment and Development, the tenth anniversary of the Vienna International Plan of Action on Aging and the end of the United Nations Decade of Disabled Persons.

INSTRAW was represented by Florissa Abreu, Programme Officer, who presented its mandate and programmes on women and their close links with family issues. □

Statistics on Women

In Sudan: Data Compilation Techniques Highlighted

The national workshop on *Statistics, Women and Development* represented a collaborative effort involving INSTRAW's focal point in Sudan -- the Department of Women Affairs -- the Women's Unit of the Social Welfare Department, the National Population Committee and the Khartoum Institute for Arabic Language, with the support of government statistics departments. The workshop was held in Khartoum, Sudan, 24-29 November 1990, and sponsored by INSTRAW in cooperation with UNICEF and the Friedrich Ebert Stiftung, which provided additional funds for its organization. It provided producers and users of statistics and data on women in Sudan with the opportunity to initiate a dialogue and approach the problems of improving the quality of those data.

The workshop was attended by 33 participants, a majority of whom were women. Government ministries, regional officers of the Department of Social Welfare and WID officers of the National Population Committee were represented, as were academic and research institutions and several international organizations. Grace Bediako, INSTRAW's Technical Adviser, attended on behalf of the Institute.

The workshop had two main objectives: to raise awareness among producers of statistics and WID professionals about the importance of statistics on women, and to introduce users of statistics to techniques for compiling and analysing statistics and indicators on women's role in development.

Several recommendations for improving data collection and analysis of the situation of women were made, especially regarding the need for better coordination in the utilization and dissemination of statistical information.

The workshop underscored the importance of coordinating statistical activities, and in this context recommended the establishment of a technical committee represented by all statistical units and institutions to review and standardize concepts and procedures used in data collection in the country.

For increased utilization of data, it was also recommended that:

- Statistically trained staff be assigned to work in the women's units;
- annual reports by the Government endeavour to include some analysis of relevant statistics on women, and
- the staff of the National Population Committee should be trained to transfer knowledge to the regions and raise awareness about statistics at the community level.

In Malaysia: Need for WID Indicators Stressed

The national workshop on the *Use of Statistics and Indicators on Women* in Malaysia, organized by INSTRAW in cooperation with the Secretariat for Women's Affairs, the University Pertanian Malaysia and the Economic and Social Commission for Asia and the Pacific (ESCAP), was held in Kuala Lumpur, 5-9 November 1990. It was attended by 30 users and producers of statistics from the departments responsible for producing national statistics, women's machineries, relevant ministries and researchers from universities and research agencies.

The workshop emphasized the urgent need to develop an adequate set of indicators for women and development. Participants recommended that to carry out this task, priority issues on WID should be carefully identified by selecting the most appropriate indicators and reviewing data sources and data collection techniques. Relevant indicators should include both qualitative and quantitative aspects of the participation of women, particularly in the informal sector (including housework), in social activities (such as in political and voluntary organizations) and in non-formal education activities.

Regarding data collection, all studies and data sources on women should be centralized through collaborative efforts and continuing dialogue among the relevant governmental and non-government organizations, particularly between the users and producers of data on women. It was also recommended that alternative data collection approaches and the construction of more suitable indicators on critical areas of concern should be developed to obtain more comprehensive data on women.

The workshop further stressed that all academic institutions should develop the necessary curricula for the formation of a core of trained researchers in WID. To that end, it was recommended that the Secretariat for Women's Affairs should coordinate or organize short-term appreciation, sensitization and utilization courses on WID data and indicators.

INSTRAW was represented by Marie Paul Aristy, Senior Economic and Social Affairs Officer, and Mercedes Concepción, a consultant.

In Puerto Rico: Statistics Workshop Is a First

INSTRAW's *workshop on statistics and indicators on women* (San Juan, Puerto Rico, 3-5 October 1990) initiated a dialogue between users and producers of statistics and data on women in the Commonwealth. This workshop, the first ever conducted in Puerto Rico, was organized by PRO MUJER of the University of Puerto Rico and made possible by the support of the Government's Planning Board and the Universidad del Sagrado

Corazón of Puerto Rico. INSTRAW provided technical and advisory services to the preparation and conduct of the workshop, which was attended by 36 participants representing the Planning Board, women's organizations, research institutions and universities.

Specific recommendations were made concerning statistics on women's health, education, economic activities and demographic data. Participants unanimously agreed that concepts and definitions currently being used in censuses and surveys should be reviewed and, when possible, standardized. As most of the users remain unaware of the quantity and type of statistics available on women, it was strongly recommended that information and data processed should be published and disseminated more systematically. To this end, a dialogue between the users and producers should also be maintained.

On health statistics, it was recommended that data and indicators of specific importance to women – such as statistics on nutrition, work status and occupational risks affecting women's health – should be included in data collection, compilation and analysis. Furthermore, statistics or data on the number of induced abortions, caesarians, incidents of sexual aggression and domestic violence should be compiled and published.

To ensure follow-up action, particularly in the preparation of clear and specific guidelines for presenting and disseminating the recommendations that emanated from the workshop, a special committee consisting of a number of workshop participants was created.

INSTRAW and the United Nations Statistical Office were represented by Corazon Narvaez, Associate Social Affairs Officer, and Francesca Perucci, respectively.

Mali to Host Workshop for French-Speaking Africa

Following initial contacts with the national authorities of Mali, preparatory arrangements are currently under way for a subregional workshop on statistics and indicators on women for French-speaking coun-

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Women and Energy

INSTRAW Co-sponsors NRSE Seminar in Santo Domingo

Increasing awareness of the importance of considering women as users and producers of energy in all phases of energy planning and policy design was the goal of a seminar sponsored by INSTRAW and the National Bureau for the Advancement of Women – the national machinery addressing women's concerns and INSTRAW's focal point in the Dominican Republic – on *Women, Development and Energy Alternatives: New and Renewable Sources of Energy*, held in Santo Domingo, 11-13 December 1990.

Speakers from various government offices, representatives of private institutions and several international organizations, including the development agencies of different countries, presented their experiences in the area of women and energy. In order to provide a framework for conceptualizing the link between women and new and renewable sources of energy (NRSE), two Dominican energy experts presented an abridged version in Spanish of INSTRAW's multimedia training modules on Women and NRSE. Representatives of local women's organizations and academic institutions also attended.

Energy-saving stoves such as the revised Lorena or "ceramic" stove, some of the trees raised on energy farms and equipment for making briquettes, were exhibited during the seminar. A guest from Costa Rica illustrated the construction and use of a solar stove by serving up a rice dish cooked on the premises with just such a stove.

Participants concluded that the national energy crisis is one of the greatest concerns of Dominicans today. Hydrocarbon sources are not renewable and are increasingly difficult to obtain, while the transformation and consumption of petroleum-based conventional energy contaminates the environment. Energy policies should therefore be aimed at saving, conservation and self-sufficiency, and students should be taught about NRSE.

Projects should be promoted on the manufacture, use and maintenance of ceramic stoves, solar stoves and panels, windmills, briquettes and biogas, participants said. Reforestation programmes should be developed, the country's renewable energy sources should be quantified and an energy-saving awareness campaign planned. Women's participation in NRSE programmes and projects should be enhanced by estimating energy supply and demand, performing a cost-benefit analysis and creating a database on women and NRSE.

A commission was created to follow up on the seminar's recommendations. This commission comprises representatives of the governmental sector involved in energy development; the National Bureau for the Advancement of Women; various non-governmental institutions; energy experts, and several women's organizations. INSTRAW will ensure that the seminar receives adequate follow-up.

The seminar report is available in Spanish *(see "Bookshelf", p. 56)*.

Tripoli Hosts First Regional NRSE Training Seminar

INSTRAW's first-ever activity in Libya took place with the regional training seminar on *Women and NRSE*, held in Tripoli, Libya, 1-8 December 1990.

The seminar was organized by the International Energy Foundation (IEF), the African Regional Centre for Solar

Energy (ARCSE), INSTRAW and the United Nations Development Programme (UNDP). Its purpose was to promote the integration of women in energy activities, paying special attention to their roles and needs in the development, management and utilization of NRSE.

The INSTRAW-ILO/Turin Centre multimedia training package on "Women and NRSE" was presented during the seminar, having been translated into Arabic by the IEE. The package is intended for development planners and senior management officials of energy projects and programmes and representatives of women's organizations.

The agenda included an overview of United Nations activities in the field of NRSE; women's needs in Africa and their link with NRSE; solar thermal energy conversion; solar electric energy conversion; wind energy conversion systems; desalination using NRSE; biogas production and applications; NRSE programmes and projects: design and adaptation; education and training activities in NRSE; women and energy - the Libyan experience; wood and improved stoves - the Tunisian experience, and the Angolan experience in NRSE.

The seminar was attended by more than 120 representatives of various ministries in charge of energy projects and programmes, women's organizations and United Nations agencies, and by university professors, engineers and development planners.

Participants visited local solar and wind energy facilities and prepared a set of action-oriented recommendations on the participation of women in NRSE projects and programmes. Follow-up activities will include the organization of local training seminars on the basis of the INSTRAW-ILO/Turin training package.

INSTRAW was represented by Borjana Bulajich, Associate Social Affairs Officer. The report of the seminar is available in Arabic and English.

NRSE Mediterranean Training Seminar Held in Ljubljana

A Mediterranean training seminar on *Women and New and Renewable Sources of Energy* was held in Ljubljana, Yugoslavia, 17-21 September 1990, by the Yugoslav Centre for Management and Labour Research, INSTRAW's focal point in that country, and the International Centre for Public Enterprises in Developing Countries (ICPE). Attended by INSTRAW focal points from the Mediterranean region and representatives from the Yugoslav ministries for energy and planning, engineers, professors, development planners, women's organizations and NGOs, the seminar recommended that its final report should contain the full text of the adapted INSTRAW-ILO/Turin training modules for the Mediterranean region. The seminar report is reviewed in this issue *(see "Bookshelf", p. 57)*.

UNDP Sponsors Project on Women and Energy Sector Policies

The United Nations Development Programme (UNDP) project on *Improving Linkages Between Women and Energy Sector Policies, Programmes and Projects with Special Reference to New and Renewable Sources of Energy* is an outgrowth of the recognition of the vital economic development role women could play in the energy sector in Africa, if they are given the necessary encouragement, opportunity and training by policy makers, planners, managers and technicians.

This is a three-year project undertaken in four African countries: Mali, Burkina Faso, Zambia and Malawi. Volunteers in Technical Assistance (VITA), an international NGO based in Arlington, Virginia, is responsible for activities in the first two countries, while INSTRAW is directing project activities in the latter two nations.

The project seeks to develop a systematic approach to integrate women fully into the mainstream of planning and programming for energy development. Pilot projects will demonstrate how women can be involved in these sectoral issues. The project will also contribute to redirecting, refocusing and overseeing the hitherto-inadequate coordination efforts of different ministries, departments and agencies to secure women's more efficient involvement in energy programmes and projects.

The long-term objective of the project is to involve women more effectively in the design, planning, implementation, management and evaluation of energy sector programmes and projects. In particular, it will encourage cost-effective and sustainable complementary approaches to traditional systems, based on the use of NRSE, and will also seek to improve the situation of women as users and producers of energy. This distinction is important, because women as energy planners, energy users and energy producers constitute discrete target groups who should be addressed in different ways.

The traditional open fire

The project's immediate objectives are fourfold:

- to stimulate the revision and adoption of policies to improve women's condition in relation to current and potential energy use and to facilitate their involvement in both traditional and complementary energy programmes and projects;
- to develop and expand the national institutional and infrastructural base for supporting women's involvement in energy programmes and projects, with specific reference to the application of NRSE technologies and approaches;
- to train trainers (female and male) in the demonstration, dissemination, design, management and evaluation of traditional and complementary energy technologies, projects and activities, with specific reference to women's needs and potential participation, and
- to develop concrete and practical mechanisms for achieving women's participation in NRSE programmes and projects in each country, and for extending information and resources to women to mobilize interest and involvement.

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Elderly Women

Consultative Meeting on Statistics on Elderly Women

Participants attending a recent INSTRAW meeting on statistics recommended finding ways to create a new image for elderly women that is relevant to their role in today's changing societies. At the *Consultative Meeting on Improving Concepts and Methods for Statistics and Indicators on the Situation of Elderly Women* (New York, 28-30 May 1991), participants from a variety of international and non-governmental organizations said that in highlighting the importance of the traditional caregiving role of elderly women, researchers should avoid perpetuating stereotypes that view that segment solely as caregivers, limiting their opportunities to contribute to and participate in society in other meaningful ways.

While developing country populations are considerably younger than those of developed countries, the general trend -- thanks to declining fertility and mortality rates -- is that the developing world is ageing as well. In 1990, the world's elderly population (aged 60 and over) was estimated at 487.9 million, or about 1 out of 11 global inhabitants. Women account for 46 per cent of the elderly.

Accordingly, it was also urged that the situation of elderly women should be assessed over time. Statistical agencies should be encouraged, they said, to utilize the results of the 1990 round of population and housing censuses, as well as household surveys.

Among other recommendations made by the expert group:

- Special attention should be given to qualitative and ethnographic methods and utilizations of case studies to examine the application of information provided by individual countries. Special household surveys that permit measurement of change on issues relevant to elderly women should be undertaken as well.
- Organizations dealing with matters of health, such as the World Health Organization (WHO) and Pan-American Health Organization (PAHO), should be requested to improve concepts, statistics and indicators, particularly those which highlight the links between older women's health and their productivity and functional ability.
- Indicators of access to health care, rehabilitation and community should be collected to address the relationship between health status and environment, both physical and social.
- Data should be collected on the health benefits available to elderly and disabled women.
- Further research should also be done on the living arrangements of elderly women; the impact of migration; widowhood; educational facilities for elderly women; their economic participation, and existing economic and social support for elderly women.

Photo/P. Pittet

Arab woman with tapestry

INSTRAW has been called upon to undertake a variety of projects in connection with elderly women. Together with the United Nations Statistical Office, the United Nations Development Fund for Women (UNIFEM) and the International Institute on Aging (INIA), the Institute was requested to explore means of improving methods and classification systems (e.g., family and households) that will aid in understanding the situation of elderly women. It was asked to review and update the method of collection, analysis and publication of data on ageing women and, in conjunction with the relevant United Nations agencies, to convene a statistical meeting on their health status.

Development of appropriate training materials and fund-raising for the preparation of a replicable pilot training course was also assigned to INSTRAW.

The meeting grew out of INSTRAW's recognition of the need to address the problems associated with statistics and indicators on elderly women, such as the inadequacy of existing data and national differences in data. The Institute has expanded its programme on statistics to include a preliminary investigation of methodological issues in statistics as they relate to elderly women, and conducted a study which reviewed and proposed measures for improving relevant concepts. The study was reviewed at the May 1991 meeting, which was made possible by financial support from the United Nations Finnish Association.

The problems of elderly women will also be on the agenda at the 1994 International Conference on Population and Development.

Women in Agriculture

Inter-agency Consultations

Establishment of a viable database on gender in agricultural rural development is the major objective of the *Inter-Agency Consultations on Statistics and Data Base on Gender in Agriculture and Rural Development*, to be held at the headquarters of the Food and Agriculture Organization (FAO) in Rome, 25-27 September 1991.

Concern with the quality and availability of data on women in development has increased over the years. More recently, these concerns have focused on specific issues relating to the compilation of statistics, development of statistical standards and concepts and methodologies for the collection, tabulation and dissemination of data on the informal sector, among others.

Accordingly, the objectives of the meeting are to:

- Discuss the statistical standards, concepts, definitions, classifications and methods of relevant United Nations agencies in view of improving their relevance and suitability for measuring women's roles and status in agriculture and in the rural and informal sectors;
- Review existing national and international statistical sources and the deficiencies and gaps in statistics available at the national level on women in agriculture, and make recommendations on their improvement and on the provision and compilation of data for inclusion in the database on gender in agricultural development;
- Evaluate other sources of statistics on women in agriculture available at the sub-national level, and make recommendations on their collection, expansion, compilation and use in the database;
- Suggest technical, operational and institutional measures for promoting the development and improvement of national and sub-national statistics on women in agriculture, through censuses and surveys, administrative records and other data collection programmes;
- Plan the informational exchange and analysis of statistical data and other information on gender in agricultural development and related networking arrangements among coun-

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Women in Management

Increasing Women's Participation in Public Management

Providing equal access to training for all public management executives, regardless of sex and level, was recommended by participants in the *United Nations Interregional Seminar on Policy Development for Women's Increased Participation in Public Management*. More than 30 top and senior managers from 12 countries gathered in Ljubljana, Yugoslavia, to discuss barriers and constraints to the advancement of women in public service and to review the state of their nationa' civil services with regard to policy development.

The seminar -- which was held from 15-19 October 1990 -- focused on policy development, policy recommendations and administrative reform strategies for reducing gender bias and increasing administrative fairness to women. Through a comparative analysis of trends in selected developing countries, participants identified factors at the departmental, organizational and government-wide levels which encourage or hinder the advancement of managerial women.

Participants examined the status of women within their public personnel systems and in the broader context of national development trends in order to draw up national plans of action. Five main topics were considered: constraints and opportunity factors in developing public personnel systems; examining gender stereotyping and its effects on the advancement of women; strategies for combining and/or balancing multiple roles, including office and family responsibilities; identifying and evaluating barriers to women's advancement, such as posting and mobility patterns; and linking institutions for developing innovations in the public policy arena.

The seminar produced specific recommendations for action plans in the area of personnel policies. Among them:

- Women managers should be given special skills training in leadership, negotiation techniques, conflict resolution and policy development.
- Targets for appointing and promoting women should be established with due consideration to merit.
- Exchange programmes among organizations, sectors and countries should be equally available to women managers.

- Programme managers should assume that women are equally interested in all professional development opportunities, irrespective of location and duration.
- Training should be scheduled in accordance with the time pressures involved in women's family responsibilities.
- Human resources planning should include career path plans for each professional category, and counseling services should be made available specifically to women facing relocation.
- Men and women should receive equal treatment with respect to benefits, and the principle of equal pay for equal work should also apply to widow and widower benefits in pension schemes.
- In addition to maternity leave, parental leave should be encouraged to alleviate the burdens carried by working mothers.
- Performance evaluation should avoid reliance on gender role stereotypes.
- Consistent, regular and objective evaluations should be established and implemented by a neutral body.
- The impact of structural adjustment programmes should be studied during the planning and implementation of administrative reform programmes so as not to have a more negative impact on women than on men.
- Where staff reductions are a part of civil service reform, they should not fall heavier on women who may be clustered in lower ranks and with less seniority, with due attention given to staff productivity.
- Privatisation programmes should include mechanisms for making policy recommendations on the programmes' impact on women, especially with regard to jobs and job training.

The seminar was organized by the Development Administration Division of the United Nations Department of Technical Co-operation for Development, in conjunction with the International Center for Public Enterprises in Developing Countries (ICPE). Eleni Stamiris, INSTRAW Deputy Director, presented an analysis of the origins of gender stereotypes and a group exercise for stimulating discussion on the use of gender stereotypes in national and cultural contexts.

WID Communications

Experts Discuss WID Communications Materials Project

The first planning meeting for INSTRAW's project on the development of communications materials on women in development was held in Santo Domingo on 10-11 February 1991. The purpose was to discuss the Institute's draft proposal for the project and to develop a revised version applicable to the three participating countries: Argentina, Colombia and the Dominican Republic. Three institutions with experience in research and in the production of communications support material on women were selected to coordinate the projects in each country.

The two-year project will comprise, in its first phase, the preparation of country profiles to be used in defining what kinds of materials need to be produced, while the second phase will cover the actual production of communications materials, based on the findings of the country profiles. The project is a collaborative effort with AIDoS, the Italian Association for Women in Development and INSTRAW's focal point in that country, with funds from the Italian Government.

Participants were largely in agreement on the areas that need to be researched and on the research methods to be used. They said national inventories of communication resources should be prepared, and the situation of women analysed in the conventional, alternative and traditional communications systems of the three countries. Other topics that need to be researched are official government policies on communications and the training of women in the field of communications.

A screening of visual materials produced by the institutions participating in the project was held at INSTRAW headquarters on 11 February and attended by representatives of local women's organizations, communicators and the general public.

Participants in the planning meeting included Anna Schiavoni, the communications expert from AIDoS; Cristina Zurutuza, from the Centro de Estudios de la Mujer, which provides social services to women in Argentina; Patricia Alvear of Colombia, representing Fundacion Cine Mujer, a foundation that produces films on and by women; and Magaly Pineda from CIPAF, a Dominican women's research centre. INSTRAW was represented by Paola Antolini, Information Officer, and Julia Tavares, Associate Social Affairs Officer.

Women and Environment

INSTRAW Contributes...
(Continued from Page 29)

women activists on several continents.

Because women lack access to technology and financial resources, says the article, they produce and store food in traditional ways, which makes them repositories of a vast store of knowledge on the production and storage of food and seeds and on how to find and use water and energy.

The author also looks at how women, in their role as information specialists, can promote environmental values and issues as well as share their specific concerns and interests in relation to their environment. In addition, she discusses INSTRAW's training materials on Women, Water Supply and Sanitation and Women and NRSE.□

Women and Credit

Latin American and...
(Continued from Page 32)

The overall objective of the seminar is to establish and improve policies and project designs that will directly benefit the poorest and most vulnerable groups of rural women. Specifically, it will endeavour to identify gender restrictions in the following areas: the peasant economy, credit, informal financial markets, agricultural research and extension, training, processing and marketing and development of microenterprise. Identification of approaches to designing and implementing effective strategies for intensifying rural women's involvement so that they can benefit from all phases of the project cycle is another goal. Innovative, replicable strategies will be presented at the seminar by means of case studies, and specific action plans will be developed for implementation by participating institutions.

The seminar is being financed by the Government of Norway with a contribution from UNIFEM. INSTRAW will present a case study on alternative credit means for rural women in the Caribbean.□

Women and AIDS

Meeting on Research...
(Continued from Page 34)

epidemic continues to evolve in order to identify and correct any adverse influences on the socio-economic gains that women have thus far achieved world-wide.

In response to the need for further research, and to the alarming global situation of the AIDS pandemic – particularly as it concerns women– INSTRAW is proposing an action-oriented research project aiming at prevention and stimulating action entitled "WOMEN AND SOCIETY AGAINST HIV/AIDS: Mobilizing Resources for Preventive Actions".□

Statistics on Women

Mali to Host Workshop...
(Continued from Page 38)

tries in West Africa. The workshop is tentatively scheduled to take place in Mali, 9-13 September.

A preparatory mission was conducted by INSTRAW in Bamako, Mali last December. In collaboration with the Ministère du Développement Social, the mission reviewed with the relevant agencies and organizations the issues and problems concerning statistics and data on women in the region, identified key areas that the workshop should address and drew up a work programme and organization plan for the workshop.□

Women and Energy

UNDP Sponsors...
(Continued from Page 39)

INSTRAW Project Supervisor Marie Paul Aristy and Project Coordinator Borjana Bulajich undertook fact-finding missions to Lusaka, Zambia, in October 1990 and to Lilongwe, Malawi, in January 1991 to identify local coordinators for undertaking a situational analysis, drafting a methodological approach and framework and planning operations for involving women more effectively in energy sector activities.

A high-level technical meeting between INSTRAW and VITA coordinators was held in Lusaka, Zambia, in April 1991 to review the progress achieved in the four project countries.□

Women in Agriculture

Inter-Agency...
(Continued from Page 41)

tries and United Nations agencies; devise means for developing compatible database formats for the compilation, processing, analysis, retrieval and dissemination of such information; and make recommendations on the required inter-agency coordination of work and collaboration in all these activities at the national and international levels.

The consultations will be attended by experts on women and development and statistics from United Nations agencies and other international organizations. The following topics will be covered:

o Review of international standards, concepts and classifications for statistics on women in agriculture;

o Critical review of data sources, statistics and indicators on women in agriculture and rural development;

o Improvement of national statistical programmes to generate the required data; and

o Inter-agency coordination and collaboration.

The envisaged outputs of this programme include the establishment of the database and inter-agency collaboration and coordination of work at the international and national levels on statistics and database on gender in agricultural development.

Drawing from the results of its work on women in the informal sector in Africa, INSTRAW will be presenting a paper that summarizes some of the conceptual and methodological issues relevant to international standards and classifications of women's work in the informal sector. In addition, the Institute is contributing to the preparation of a paper on Measurement of Women's Contributions in the Informal Agricultural Sector.□

Young woman making a fishnet at Jessore, Bangladesh

Photo: UN/UNDP

WID WORLD WIDE

New Focal Points Designated for INSTRAW

The Korean Women's Development Institute (KWDI) and the Bureau of the Plenipotentiary on the Advancement of Women, Poland, were approved as new INSTRAW focal points by the Institute's Board of Trustees at its 1991 session. The KWDI is the national focal point for women's affairs in Korea, while the Bureau of the Plenipotentiary is a part of Poland's State Ministry of Labour and Social Policy.

At the request of the Danish International Development Agency (DANIDA), INSTRAW's focal point in Denmark since 1985, the INSTRAW Board of Trustees also agreed to transfer DANIDA's focal point responsibilities to K.U.L.U. - Women and Development, a Danish non-governmental organization (NGO) which deals exclusively with issues relevant to women and development.

INSTRAW's network of focal points expands the scope and outreach of the Institute by forging strong relationships among women's organizations world-wide, finding new avenues for dealing with women's issues and helping to identify priorities. The designation of new focal points is part of an ongoing process of keeping that network active.

Focal Points Play Active Role

The Institute currently has 32 focal points throughout the world. Their activities range from holding seminars and workshops and undertaking research on issues of relevance to women today to preparing training materials, fund-raising, organizing public information activities, participating in national and international forums, co-sponsoring activities with governmental and non-governmental institutions, launching literacy campaigns, publishing research findings, setting up income-generating activities and representing INSTRAW at meetings and conferences. Following is a summary of some of those activities during the biennium 1989-1990.

COSTA RICA: Centro Nacional para el Desarrollo de la Mujer y la Familia (CMF)

- Trained 7,800 community women leaders in six regions on how to become more active and share their experiences and learning in order to create a multiplier effect
- CMF made part of the Family Institute;
- Consultants hired to deal with the subject of the family;
- Women's bank created to finance self-managed projects;
- Automated information system on women (SIAM) established, including the names of institutions, programmes and projects, women leaders, documents, statistics relevant to women and the family.

DOMINICAN REPUBLIC: Dirección General de Promoción de la Mujer (DGPM)

- Post of National Coordinator for Non-Governmental Entities Working with Women established;
- Responsibilities of the DGPM's Interinstitutional Consultative Council – which coordinates activities on behalf of women among various government entities – expanded to include activities at the technical level;
- Government technical personnel trained on the social roles of WID;
- Seminar on women's participation in the voting process;
- Workshop/seminar on criteria for formulating policies and projects involving women;
- Training module on gender formulated;

- Workshop on gender analysis;
- Workshop/seminar on women, development and energy alternatives: New and Renewable Sources of Energy (NRSE);
- Course on management and organization of the DGPM's documentation centre;
- Exploratory study of violence against young girls and women in the Dominican Republic;
- Policies formulated for the integration of women in development;
- Training course on arts and crafts for Mujeres en Acción Social (MAS), a local women's group;
- Seminar on women, tobacco and health, jointly organized by the DGPM, the Pan American Health Organization (PAHO) and the Secretaría de Salud Pública y Asistencia Social (SESPAS).

ECUADOR:
Instituto Ecuatoriano de Investigaciones y Capacitación de la Mujer (IECAIM)

- Courses given on:
  - women as mothers/prevention of drug abuse;
  - training elderly women on gerontology and health;
  - NRSE for rural women in Cotacachi, Province of Imbabura;
  - civil defence for women leaders in banking;
  - administrative procedures for secretaries and administrative assistants;
  - civil defence for women's associations;
  - training on women and violence;
  - small business management for elderly women;
- Symposium to commemorate 10th Anniversary of the Convention on the Elimination of All Forms of Discrimination Against Women;
- Publication of *IECAIM Noticias Nos. 2* and *3*;
- Research conducted on elderly women and women in the informal sector: the case of Ecuador;
- Publication of research findings on small businesswomen and women microentrepreneurs in underprivileged sectors of Quito;
- Project on energy devices for rural women;
- National Workshop for Producers and Users of Statistics and Indicators on Women and Development, in collaboration with INSTRAW (27 Nov. - 1 Dec. 1989).

FINLAND:
Institute of Development Studies (IDS) University of Helsinki

- Established contact with the association of WID researchers in Finland, FinnWID;
- National WID Library created;
- 1 per cent fund-raising movement on behalf of INSTRAW by the Finnish United Nations Association.

United Nations and OAS Meet on Women and Development

INSTRAW would undertake further research on the informal sector, and would help develop policy guidelines for sensitizing decision makers to support women's role in that sector, under the recommendations of a recent meeting on *cooperation between the United Nations system and the Organization of American States* (OAS). In its discussion of women and development, the meeting, which took place at United Nations Headquarters in New York from 15-17 May, recommended that the Inter-American Commission of Women of the OAS (CIM/OAS) work with United Nations agencies to address the issue of income and employment generation for women.

INSTRAW will also contribute a substantive paper for the Inter-American Consultation on Women and Environment, to be convened by CIM/OAS this October. Of vital importance within this area is the emerging problem of cholera in the region of the Americas, where 40,000 people may die in the next three years, according to the Pan American Health Organization (PAHO).

Women's participation in decision-making, women and health, and in particular the HIV/AIDs pandemic; determining what proportion of national budgets and expenditure goes to women, and the improvement of water resources are other sectors of cooperation in which INSTRAW will be called upon to participate.

Other agencies to be involved in the cooperative undertakings are the United Nations Development Fund for Women (UNIFEM), the Department of Technical Cooperation for Development, the United Nations Office at Vienna, PAHO and the United Nations Industrial Development Organization (UNIDO). INSTRAW's Deputy Director Eleni Stamiris attended the meeting on behalf of the Institute.□

FRANCE:
Secrétariat d'Etat Chargé des Droits des Femmes

- 60 scholarships given to female students in scientific and technical fields;
- Career advisory services for female secondary school students;
- Funding to women starting businesses, especially in rural areas;
- Training and information for the start-up, development and expansion of businesses owned by women;
- Professional training to improve women's employment diversification;
- Network established of voluntary institutions committed to promoting professional equality for women trained within their own institutions;

• Seminar on "Europe and Employment for Women" for administrative and training personnel of the Association for Professional Training of Adults (AFPA), November 1989;

• Training workshop organized jointly with the French Association of Women Engineers (CFSI) to promote the image of women engineers;

• Participated in several forums on encouraging young women to teach at the secondary level, particularly in technical and technological fields; on promoting non-discriminatory practices in granting scholarships to women in underprivileged sectors and on promoting the adoption of equal opportunity measures for young girls involved in university and institutional programmes.

GREECE: Hellenic General Secretariat for Equality

• Organized nationwide information activities in Athens on the theme *"Equality Line"* to promote equality in all aspects and on all levels in Greece;

• Proposal made to Greek public radio and television stations to designate a committee attached to the stations;

• Participated in the Congress of Ministers of the Council of Europe on political strategies to promote equality between women and men, July 1989;

• Organized national conference of regional and municipal committees for the promotion of equality in accordance with international conventions signed by Greece;

• Organized EEC-funded occupational training programmes for women in occupations where women are underrepresented or have no skills;

• Organized information meetings between Greek women's organizations and the United Nations on women's representation in professional positions in the United Nations system;

• Proposed strategies for equality for all women parliamentarians in the national and European parliaments and women's organizations;

• Participated in planning the EEC's Third Action Plan for Equal Opportunities for Women and Men for 1991-1995;

• Established a Bureau of Equality in public offices, following a proposal made by the Secretariat;

• General Secretary for Equality participated as Greek Government representative in international conference in Moscow on "International Family Policy and Rights of the Family: Present and Future";

• Continued occupational training programmes for women in collaboration with other institutions;

• Set up the Secretariat's Documentation and Communication Centre on Women's Issues;

• Organized, with the United Nations, an interregional seminar on the Convention on the Elimination of All Forms of Discrimination Against Women, 23-27 January 1989;

• Organized seminar in Athens, in cooperation with the EEC's IRIS network of programmes on the occupational training of women, on "Occupational Opportunities of South European Women in view of the 1992 European Integration";

• Organized seminar with the Mediterranean Women's Studies Institute (KEGME) on "Membership in the EEC and Greek Women: Facing the Challenge of 1992";

• Organized international seminar with the Council of Europe on "Participation of Women in Decision-Making Centers at the Regional Level".

INDONESIA: Office of the State Minister for the Role of Women

• National seminar on women's role in the economy;

• ASEAN symposium on breastfeeding;

• National workshop on enhancing women's role in agricultural and rural development;

• Seminar on enhancing women's role in forestry development;

• Seminar on women and the environment;

• Seminar on women and transmigration settlements;

• Workshop on master plan on the integration of women workers (basic framework);

• Seminar to evaluate programme on increasing the productivity of women workers;

• Seminar on expanding employment opportunities for women in the informal sector;

• Workshop with journalists and mass media managers on the role of women in development, with the Indonesian Journalists Association;

• Workshop on the research results of the programme on enhancing women's role in the creation of a healthy and prosperous family.

ITALY: Associazione Italiana Donne per lo Sviluppo (AIDoS)

• Work resulting in the inclusion of a mandate on foreign aid in the Italian law promoting the condition of women;

• Research and training activities, including the design of methodologies to improve women's participation in the development process;

• Women and the Environment Campaign, funded by the EEC;

• Published an anthology, book of photographs and video on Women and the Environment;

• Published *AIDoS News* (bi-monthly in Italian and annually in English);

• Produced audiovisual materials, slideshows, videos and posters;

• Financial and technical support for the establishment of documentation centres;

• Carried out research in collaboration with the Italian Ministry of Foreign Affairs, the EEC, the Food and Agriculture Organization (FAO), the United Nations Educational, Scientific and Cultural Organization (UNESCO), the International Labour Organisation (ILO) and INSTRAW;

- Published series of five manuals on food-cycle technologies in English, French and Portuguese, in collaboration with the United Nations Development Fund for Women (UNIFEM);
- Information campaign against female circumcision, in collaboration with the Somali Women Democratic Organization (SWDO). An English-language video, and the proceedings of the June 1988 international seminar in Mogadiscio, are available. A similar campaign was implemented in four other African countries with the Inter-African Committee on Traditional Practices Affecting the Health of Women, with financial support from the United Nations Population Fund (UNFPA). Training materials for the campaigns were developed with the ILO/Turin Centre;
- Prepared project proposal with the Centro de Estudios de la Mujer of Buenos Aires, Argentina, for setting up a health consulting centre for women in a poor district of Buenos Aires;
- Fund-raising for a project to create workshops on producing small marble objects for tourism, in cooperation with the Federation of Cuban Women (FMC), and for another project to train African jewelry makers.

JAPAN: INSTRAW, Social Co-operation Division

- Participated in discussions on women's issues at the national, regional and international levels;
- Contributed to United Nations organizations concerned with the advancement of women;
- Produced second national report on implementation of the Convention on the Elimination Of All Forms of Discrimination Against Women;
- Produced and disseminated information materials in Japanese and English on the current situation of Japanese women;
- Local and national meetings on women's issues for information dissemination and exchange of opinions.

PAKISTAN: Ministry of Women Development

- Created five women's committees on Legal Rights, Legal Aid, for Katchi Abadies, Jail and Bursting of Oil Stoves;
- Workshops on community work and community workers in Karachi and Lahore;
- Seminar on "Regional Study on Shallow-well Water Supply" in Islamabad;
- Workshop on introduction to monitoring of women's development projects;
- Coordinated representation of Pakistani governmental and non-governmental institutions at international forums on women and the world, peace, women and rural development, and status of women;
- Built 19 hostels for working women as part of their welfare and training activities;
- Established computer training centre at Islamabad;
- Established five women's studies centres, in Islamabad, Lahore, Karachi, Peshawar and Quettato, to increase women's participation in scientific and technical fields;
- Assisted in the areas of skills training, informal education, health, mother and child care, legal rights, family planning, first aid, community development, employment and credit facilities;
- Research on women entrepreneurs, women in rural development, women domestic servants;
- Seminar on "Women in Mainstream Development: New Directions for Policy";

Mediterranean Focal Points Meet

The first *Organization Meeting of INSTRAW Focal Points from Mediterranean Countries* was held on 21 September 1990 in Ljubljana, Yugoslavia. Its purpose was to identify areas of mutual interest and promote cooperation among INSTRAW's focal points in the region on a regular basis.

The meeting was organized by INSTRAW, the International Center for Public Enterprises in Developing Countries (ICPE) and the Center for Management and Labour Research, INSTRAW's focal point in Yugoslavia. It was attended by representatives of four other focal points from countries in the Mediterranean region – Italy, Portugal, Spain and Bulgaria.

Participants recommended improving the exchange of information, documentation and better communication channels between the Institute and its focal points, especially those operating in the same region. Focal points, they said, should provide INSTRAW with more frequent and timely information on their activities, continue to disseminate information on the Institute's programmes in their countries, and obtain more support for the Institute.

Training materials and statistics, indicators and data on women were singled out as areas of great interest. The participating focal points said comparable and unified statistics and indicators should be established world-wide, and suggested that they help to promote INSTRAW's achievements in this field and help ensure that the Institute's training materials and modules were used widely.

The meeting represented a new approach, which will be followed by all INSTRAW focal points around the world, to develop the network of institutions that assist the Institute in reaching out and executing its programme of work and in establishing new guidelines for future cooperation between INSTRAW and its focal points. The Institute work programme was presented by Borjana Bulajich, Associate Social Affairs Officer.

- Produced documentary film on the Ministry's planned programmes and projects for rural areas;
- Published studies on Muslim family laws in Pakistan, women in industry, male migration, female employment, women in rural economic activities, psychological profile of rural women, women in comunications media and assessment of the impact of development programmes and projects on women;
- Helped governmental and non-governmental institutions to strengthen their activities and provide services in mobile dispensaries, maternity homes, student buses, recreational parks, science laboratories; assisted in the construction of a training institute and legal aid project;
- Created First Women Bank to meet women's credit needs.

PHILIPPINES: National Commission on the Role of Filipino Women

Launched Philippine Development Plan for Women 1989-1992 (PDPW), a comprehensive plan of action covering women's socio-political and economic concerns;
- Prepared project and funding proposals for the Philippine Country Program for Women (CPW);
- Seminar for governmental WID focal points;
- Coordinated activities for the Women's Month Celebration;
- Ongoing coordination with government agencies and the national planning body to synchronize, assess and update the Medium-term Philippine Development Plan;
- Developed statistical indicators on women as initial phase of implementing projects on "Development of a Data Base on Women Indicators and Statistics";
- Established and strengthened governmental WID focal points through consultations and seminars on gender awareness;
- Training seminars for gender consciousness-raising and gender-responsive planning for various target groups;
- Congress of Women in Government, in cooperation with the Civil Service Commision.

SPAIN: Instituto de la Mujer

- Financial assistance and scholarships for research on women's issues to women's groups and NGOs;
- Jointly financed programme on social cooperation for women with Ministry of Social Affairs;
- Courses for women's group on women and education and equality;
- Established, coordinated and managed 11 information centres on women's rights, offering consultations through all types of media;
- Coordinated policies for women who discuss women's issues in their communities;
- Established battered women's shelters in Toledo and Albacete;
- Traveling exhibits on issues related to women and rural areas, equal opportunities, women and publicity, women and work through history and female suffrage in Spain;
- Published books, catalogues and dossiers on women's issues;
- Education programme under the 1989/1990 Plan for Equal Opportunities for Women, including seminars, funding, awareness-raising for women and children, non-discriminatory orientation, literacy, sexual stereotyping and sex education;
- Participated in national and international conferences and meetings on plan of action on education, women and development, women and sports and women and science;
- Information exhibit through the Instituto's General Studies and Documentation Unit;
- Experimental programmes at the national level;
- Courses and seminars with an international perspective;
- Training on WID for North and South NGOs;
- Supported the Plan for Equal Opportunities for Women;
- Cooperation agreements with analogous institutions on the status of women, education, university education reforms, occupational training, adult women, physical education, literacy, infancy and youth and society, and with governmental entities on improvement of conditions of jailed and rural women;
- Co-financed traveling workshop on training and information for women in Extremadura;
- Joint training activities with the Federación Española de Municipios y Provincias, including technical assessment and project evaluation for city halls;
- Exchange programmes in 10 Latin American countries on shelter, health, small industries and violence.

SRI LANKA: Centre for Women's Research (CENWOR)

- Completed studies on "Subcontracting in Industry - Impact on Women" and "Women and Human Rights";
- Ongoing studies on "Women Graduates in Agriculture - a Tracer Study"; "Female Unemployment in the Plantations"; "Women's Groups in Local Communities", "Gender Role Stereotypes in Primary Schools" and preparation of supplementary curriculum materials to promote gender equality;
- Published *The Hidden Face of Development: Women, Work and Equality in Sri Lanka* and newsletters in English, Sinhala and Tamil;
- Produced video entitled "Possessed", as part of a legal literacy programme;
- Workshops on the gender dimension, on "Reaching the Poor", on "Occupational Health Constraints and Needs of Women" and on "Women and Environment";

• First National Convention on Women's Studies, 1-3 March 1989;

• Continuing programmes for the Documentation Centre and Library and the Internship Programme;

• Research carried out on Carpentry Training Unit for the Women in Mahaweli 'H' area, on a fish-processing project for women in Settappuduwa and on micro home-based enterprises for women in Pragathipura, Madiwela and Palagama;

• Ongoing activities on female unemployment, women graduates in agriculture, women's groups, gender and curriculum, Bay of Bengal fisheries, occupational health needs and constraints of women, Sri Lankan women domestic helpers in Hong Kong, Singapore and Pakistan;

• Future activities on women in the urban and rural informal sector, literacy, small girls, and on the Convention on the Elimination of All Forms of Discrimination Against Women;

• Continuous training activities, including internships, to help develop a pool of young researchers in women's studies;

• Projects to help women increase their income, improve the quality of life, promote self-reliance and empowerment among women and evolve alternative approaches to development for women.

SUDAN:
Deparment of Women Affairs

• Created and staffed focal point offices;

• Organized, with INSTRAW, national training workshop on "Women, Statistics and Development", 24-29 November 1990;

• Celebrated INSTRAW's tenth anniversary with a publication of INSTRAW's work and activities in the *Sudan National Population Committee Newsletter* and exhibit of INSTRAW publications for the general public;

• Trained 150 women at the Soba Training Social Centre;

• Trained staff of regional social welfare offices.

UNITED STATES:
United States Council for INSTRAW

• Produced *WID Curriculum Handbook*.

• Sponsored panel, roundtable discussion and workshop at the Association of Women in Development (AWID) Conference in Washington, D. C.;

• Selected intern for INSTRAW's internship programme;

• Published newsletter;

• Supported production of WID materials on CD-ROM;

• Organized panel on women's issues for the Seattle Goodwill Games;

• Sponsored panel discussion and reception at meetings of the International Interdisciplinary Congress for Women (IICW) at Hunter College, New York City;

• Set up matchmaking mechanism to bring women from the South to United States universities on Fulbright scholar-in-residence programme;

• Organized panel for the Pacific Science Association.

VENEZUELA:
Ministra de Estado para la Promoción de la Mujer

• Creation by presidential decree of the official Women's Advisory Commission, presided by the Minister of State for the Promotion of Women;

• Participated in the Presidential Committee to Overcome Poverty (COPEP);

• Designed project on Integrated Training for Women (SICAM), with sub-projects on jailed women, rural and indigenous women, women and community, mothers of persons with special needs, women and health, health information for mothers of hospitalized children, women and management and medical and paramedical personnel;

• Workshop on Venezuelan women's mental health for preparing a document on "Women's Health in the Andean Region";

• Joint coordination of an information centre with the Pan American Health Organization, as part of its Programme on Women, Health and Development;

• Prepared project proposal on legality to guarantee lasting policies on behalf of women;

• Endorsed mutual cooperation agreements with governmental and non-governmental institutions working on women's programmes;

• Established commission to develop preparatory activities for the Latin American Congress on "Women and Ethnos";

• Created Network II on National Legal Assistance and its Board of Directors;

• Coordinated workshops on management training, family defence programmes against maltreatment, self-esteem and leadership;

• Helped women obtain access to justice;

• Prepared women's rights charter for distribution and dissemination at workshops;

• Prepared the National Plan for Women and their incorporation in the VIII National Plan;

• Drew up legal instrument for creation of an administrative National Council for Women;

• Prepared events for the II Venezuela Congress (1991) in the areas of culture, politics, environment, labour and legislation;

• Created computerized database on women;

• Prepared project on the Integrated Centre for Women;

• Strengthened the National Judicial Assistance Network;

• Prepared information brochures on women's rights and the Convention on the Elimination of All Forms of Discrimination against Women;

• Prepared directory on the Social Assistance Network;

•Participated in the Regional Conference on the Integration of Women in the Economic and Social Development of Latin America and the Caribbean, and in the Regional Seminar-Workshop of the UNICEF Women's Office;

•Analysed the situation of women in Venezuela, in collaboration with the Presidential Commission for State Reform;

•Designed project on family social economy;

•Prepared and developed projects on international institutions with the Government of Germany.

YUGOSLAVIA: Centre for Management and Labour Research

•Research projects on women;

•Roundtable on the position of women in the economy;

•Set up working group for the "Women and Development" programme area;

•Seminar on "Women and NRSE", with INSTRAW;

•Celebrated INSTRAW's tenth anniversary;

•International Meeting on Statistics and Data Base on Women - The Position of Women in Public Enterprises, January 1989. Hosted First Organization Meeting of INSTRAW Focal Points from Mediterranean Countries.

University of Istanbul Opens Women's Research and Education Center

The University of Istanbul in October 1990 opened its Women's Research and Education Center, which will offer courses and lectures on women's studies as part of an interdisciplinary M. A. Programme and provide a place for women to meet for discussion.

The Center hopes to initiate, support and coordinate feminist research on women's position in social life, in the legal system, in politics and in the labour market. It also intends to foster coordination of individual and institutional research and training efforts for the advancement of women; to organize information programmes to apprise women of their rights and opportunities, and to offer special training programmes for rural women and girls who are not effectively integrated into national development. Accelerated establishhment of *de facto* equality between women and men in society, and the removal of sexual discrimination resulting from society's practices or institutions, are among its other objectives.

The Center translated the Convention on the Elimination of All forms of Discrimination Against Women into Turkish and held two public seminars on the Convention.

For more information, contact Necla Arat, Director, Women's Research and Education Center, University of Istanbul, Bozdogan Kemeri Cad. 1, Ogrenci Kultur Merkezi, Vezneciler, Istanbul, Turkey, fax 991/520-5473.

Dawn Network Moves to the Caribbean

The Secretariat of Development Alternatives for Women in a New Era (DAWN), which promotes alternative economic strategies for third world women, will relocate this year to Barbados from its base in Rio de Janeiro, Brazil. The new General Coordinator is Peggy Antrobus, Tutor/ Coordinator in the Women and Development Unit of the University of the West Indies (WAND), where the Secretariat will be based.

DAWN is a network of women researchers, policy makers, activists and communicators from developing countries whose work focuses primarily on the perspectives, concerns and visions of poor third world women. It was founded in 1985 and grew out of initiatives marking the end of the United Nations Decade for Women (1976 – 1985).

The decision to relocate the DAWN Secretariat to the Caribbean was taken at the recently concluded interregional meeting of the DAWN network in Rio de Janeiro. Participants from the Caribbean, Africa, Asia, Latin America and the Pacific reviewed current trends in the global economy and the challenge posed by the apparent failure of both the socialist and the structural adjustment models for economic growth. The key issue at the meeting, accordingly, was how the requirements for economic viability could be reconciled with the provision of basic needs.

Development Alternatives with Women for a New Era

Any viable alternative, concluded the participants, would have to focus on participation and self-determination, the empowerment of women to identify priorities and design essential services for improving the quality of life, and the productive capacity of the population.

The topics selected by the DAWN meeting for research and analysis in the coming period reflect this concern for the quality of life. DAWN's upcoming work will therefore explore the links among alternative economic frameworks, the environment, and reproductive rights and population. It will then formulate policies for alternative frameworks which:

(a) enable women to control their fertility and to protect the environment, and

(b) ensure the provision of basic needs within the constraints of the resource depletion resulting from structural adjustment policies.

Research and analysis will be conducted by an open-ended and heterogeneous discussion group of feminist researchers, policy makers and activists from the different regions. The group will compile a synthesis of case studies of the experience of poor women, which will serve as the basis for analysis.

An urgent task of the DAWN Secretariat will be to upgrade the network's quarterly publication, *DAWN Informs*, in order to keep women of the economic South more in touch with each other's work and activities. The publication will be produced as collectively as possible, using existing groups and organizations of women communicators across the third world continents.

ECLAC to Study Women and Cultures, Socialization, Technology Impact and Refugees

The Women and Development Unit of the Social Development Division of the Economic Commission for Latin America and the Caribbean (ECLAC) concentrated its activities last year on technical assistance, the preparation of substantive studies on urgent issues and activities related to regional projects. In-depth studies have also been undertaken on progress and obstacles to integrating women into development, on women and culture and on socialization and the family. Data have been compiled on governmental institutions, and basic statistical profiles drawn up.

The impact of new technologies on women's productive and reproductive lives was explored in a preliminary survey carried out by the Unit last year. The objectives were to define the phenomenon and then propose subjects for discussion and develop methodologies for researching the problems posed by the introduction of new technologies, which has led to major socio-economic changes. The study examines how these changes are reflected in the situation of women, and how such changes can modify the traditional division of labour by sex. It debates whether female labour offers "comparative advantages" in working with the new technologies.

A study on women refugees in the region represents the Commission's first attempt to deal with this subject as part of United Nations activities in the area. Despite the paucity of relevant statistical data, the document attempts to describe the specific situations faced by refugee women and makes a number of proposals for including them in the development process.

The WID Unit also prepared a paper on *The Vulnerability of Woman-Headed Households: Policy Questions and Options for Latin America and the Caribbean*, which was discussed at the Expert Group Meeting on Vulnerable Women in Vienna, 26-30 November 1990.

Following up on activities begun in 1989 in the area of women and culture, a framework document was drawn up that linked the subject with the Commission's proposal on changing production patterns fairly.

Human resource training constitutes one of the principal approaches in the 1990s for incorporating women into development. A diagnostic study of the situation of women in the region in terms of their training is now under way.

On 28-29 May 1990, the Tenth Meeting of the Presiding Officers of the Regional Conference on the Integration of Women into the Economic and Social Development of Latin America and the Caribbean was held at ECLAC headquarters in Santiago, Chile. It was attended by all members of the Conference – the Netherlands Antilles, Argentina, Cuba, Guatemala and Venezuela – as well as by observers from Chile and the Inter-American Commission of Women (IACW), an agency of the Organization of American States (OAS). In addition to delegates from the ECLAC system, representatives of the United Nations specialized agencies with offices in Santiago attended.

Upcoming substantive activities are to be centred on preparing inputs for the evaluation to be undertaken at the Fifth Regional Conference (Caracas, Venezuela, September 1991). The Unit will also work on including the subject of women in ECLAC's programming and on a closer examination of women's relationship to culture, new technologies and the informal sector. Another new project will concern the strengthening of legal mechanisms and institutions in four countries of the region.

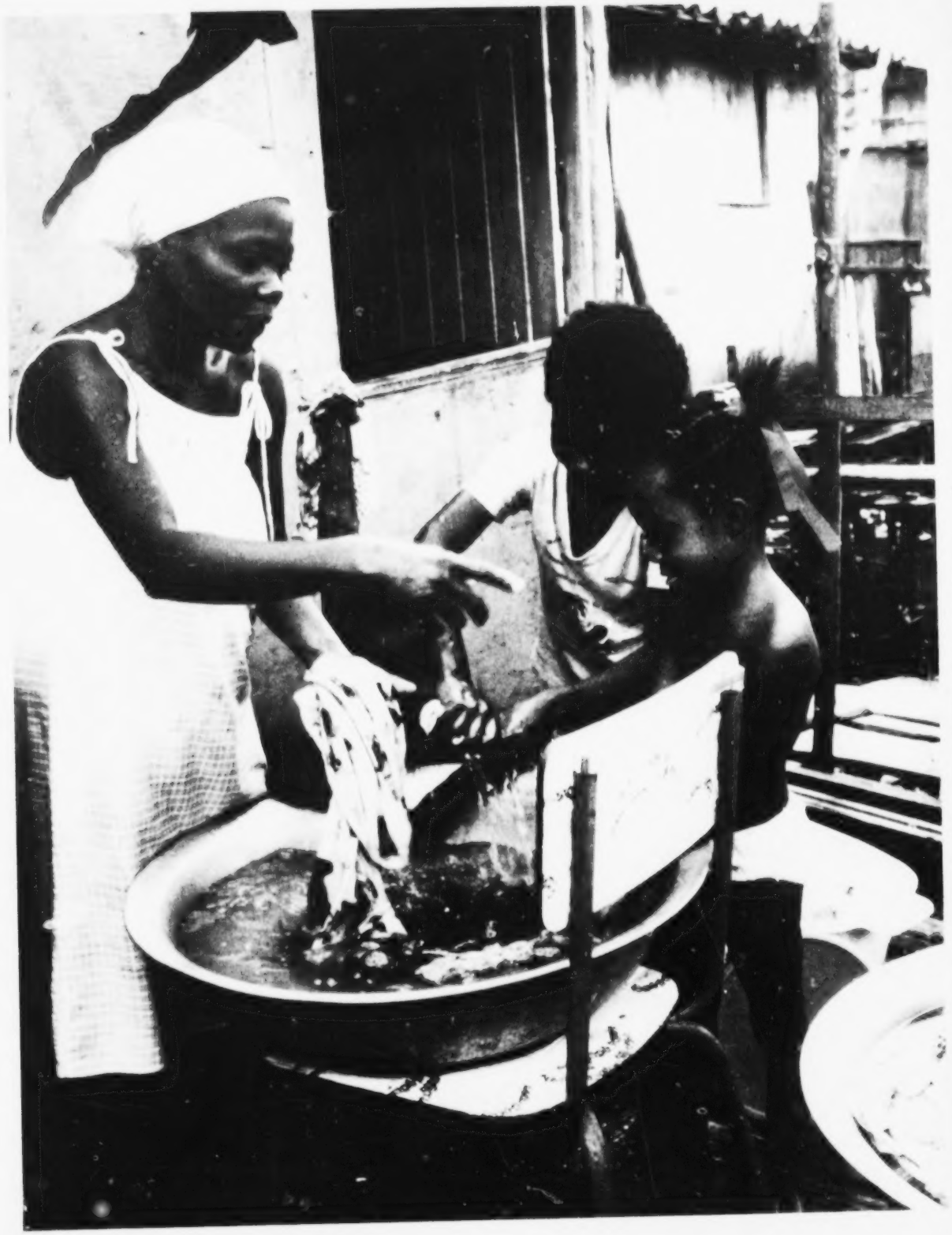
AIDoS Celebrates INSTRAW's Tenth Anniversary

INSTRAW's focal point in Italy, AIDoS (the Italian Association for Women in Development), celebrated at a public meeting the Institute's tenth anniversary in Rome on 18 March, on the occasion of INSTRAW's *Consultative Meeting of Experts on Macro-Economic Policy Analysis of Women's Participation in the Informal Sector*.

INSTRAW's Deputy Director, Eleni Stamiris, was the keynote speaker at this meeting on "Women's Studies and WID Studies: Putting Women Back into History."

AIDoS presented a booklet on INSTRAW's first 10 years of activity to the Italian public and press. The 48-page booklet, in Italian, contains an article by AIDoS President and former INSTRAW Board member Daniela Colombo, evaluating INSTRAW's first decade. It also provides comprehensive information about the Institute's initiatives in various fields, photographs and a selection of INSTRAW's public information materials.

AIDoS is making the booklet available to other focal points to be translated into their own languages and used for celebrating the anniversary in their own countries. For further information, contact AIDoS at Via dei Guibbonari 30, interno 6, Roma 00186, Italy.



Woman, assisted by children, washing clothes. Salvador, Brazil.
UN photo/Allan Tannenbaum.

INTERNATIONAL WOMEN'S DAY

8 March

IN SANTO DOMINGO: Celebrations of International Women's Day in the Dominican Republic, where INSTRAW's headquarters are located, focused on various activities promoting women's rights.

Expositions, workshops, panels, conferences and awards ceremonies were organized, and various reports and public information material, such as postcards and posters related to the celebrations, were circulated.

INSTRAW supported events organized by its focal point in the host country, the National Bureau for the Advancement of Women, and by the Coordinator for Non-Governmental Organizations (NGOs) working with women. It also took an active part in the following activities:

- Presentation of the final report on the Seminar-Workshop on "Women Development and Energy Alternatives: New and Renewable Sources of Energy", which was held by INSTRAW and the National Bureau for the Advancement of Women from 11 to 13 December 1990.
- Panel discussion on "Women's Rights and the United Nations Convention on the Elimination of All Forms of Discrimination Against Women: Obstacles and Progress". This activity was sponsored by INSTRAW and the Research Centre for Women's Action (CIPAF), a Dominican women's group. It was directed particularly at women politicians and high-level officials, such as legislators, mayors, town councillors, as well as representatives of women's organizations.
- Exposition of bibliographic material on women in the 1980s, organized by the Coordinator of NGOs working with women. At this event, the Institute circulated a postcard in honour of International Women's Day, containing a plea for peace ("Men, tend your home fires, not the fires of war").
- A visit to INSTRAW headquarters by 22 distinguished women from Women of our Hemisphere Achieving Together from the United States, Latin America and the Caribbean, who had been invited by the National Bureau for the Advancement of Women and the Coordinator of NGOs working with women to visit the Dominican Republic on the occasion of International Women's Day.
- A conference organized by the Committee for Women in Development of the Peace Corps of the United States, at which 20 rural women were honoured for their roles in community leadership. INSTRAW exhibited information material on its projects, programmes and objectives, showing how they promote the advancement of women.

Panel on Women's Rights and the Convention on the Elimination of all Forms of Discrimination Against Women. INSTRAW. From left to right: Carmen Luisa Figueiras, Ivelisse Pratts de Perez, Nelsida Marmolejos, Magali Pineda, Elem Stamuris, Martha Roses, Francia Senction.

"Making Women Count" is Theme at UN Headquarters Celebration

"A major challenge in the 1990s is to move beyond the rhetoric and good intention," said Dr. Nafis Sadik, Executive Director of the United Nations Population Fund (UNFPA). Speaking at a panel discussion on "Making Women Count in the Nineties", held at United Nations Headquarters in observance of International Women's Day on 8 March, Dr. Sadik said that to make women count in development – to achieve both sustainable development and social and economic self-determination for all women – required decisive action to turn commitment into effective policies.

In her statement, Dr. Sadik also called for economic value to be assigned to women's unpaid work and to their work in the informal sector. Governments should be assisted, she said, in their efforts to ensure that national data collection systems accurately document women's contribution to development.

Geraldine Ferraro, the first woman vice-presidential candidate of a major United States political party, said in her keynote speech to the gathering that women should look for ways to

bring their views and skills into the political process. "Politics is the fundamental social exercise, and women are born to it," she said; being socialized to listen, women are taught to persuade and to discern the value of planning. Women have an obligation to "humanize policy-making", since they understand that "an economic policy that measures all the costs except the human costs is impolitic indeed". Noting that most nations have "but a handful" of female politicians, or none at all, Ms. Ferraro called for "fewer women making history and more of us making policy".

Wage disparities between men and women were stressed by Winn Newman, a lawyer who has successfully argued landmark legal cases in the United States on equal pay for work of comparable value. Mr. Newman said that women's special skills result in less and not greater pay. To overcome this situation, he suggested taking the profit out of occupational segregation, or changing sex.

Catherine O'Neill, Chairperson of the Women's Commission for Refugee Women and Children, addressed the problems of the 10 million internally displaced and migrant women and children, who have "fallen through the system". Too often, she said, the United Nations has been "too respectful of national sovereignty to go in and protect their international human rights because the displaced persons have not been physically able to cross a border into another country".

To make refugee women count in the 1990s, all refugees must be treated equally by donor countries, and the United Nations must be "more assertive", she said.

The panel discussion was attended by 700 people, including representatives of non-governmental organizations, New York area activists and members of the media.

SECRETARY-GENERAL CALLS FOR ASSISTANCE TO WOMEN REFUGEES

Following is text of the message by Secretary-General Javier Pérez de Cuellar for International Women's Day, 1991

As we observe International Women's Day, which this year is dedicated to refugee women, let us redouble our efforts to provide protection and assistance for women refugees throughout the world.

Women everywhere have been striving to achieve the goal set by the United Nations for equality. None have had to do so under more adverse circumstances than those who have been forced to become refugees. But none have more fully demonstrated the capacity of women to cope and prevail than those women. Refugee women – who constitute over half of the world's 15 million refugees – are generally victims of circumstances that they did not control and of political decisions in which they did not participate. As they flee across borders, it has fallen to them to maintain their families economically, socially and culturally.

Refugee women merit every attention and concern from the international community. Their full participation in the planning and implementation of programmes is crucial for the solution of the refugee problem as a whole, a responsibility that has particularly been entrusted to the Office of the High Commissioner for Refugees now under the distinguished leadership of Mrs. Sadako Ogata.

As the United Nations strives to remove the causes that have forced refugee women to leave their homes, it will also endeavour to ensure that the measures which are taken reinforce the overall goals for the advancement of women. Our focus today on a group of women who are among the least fortunate should encourage the international community to do its utmost to enable all women to enjoy equality, development and peace within the framework established by the United Nations.

BOOKSHELF:
selected INSTRAW publications

Taller Nacional para Productores y Usuarios de Estadísticas e Indicadores de la Mujer y el Desarrollo. *INSTRAW. 1990. 161 pages. Spanish. INSTRAW/SER.A/24.*

A National Workshop for Producers and Users of Statistics and Indicators on Women and Development was held in Quito, Ecuador, 27 November – 1 December 1989. It was organized by INSTRAW in collaboration with the Instituto Ecuatoriano de Investigaciones y Capacitacion de la Mujer (IECAIM), the Institute's focal point in Ecuador. Representatives from all provinces of Ecuador working in institutes that use and produce statistics participated.

The bulk of the report is composed of papers presented at the workshop on:

- Principal sources of statistical information to measure women's participation in development;
- statistics needed on women for purposes of development planning;
- the economic contribution of women and statistics; and
- the use of existing statistics in work undertaken to improve the situation of women.

The text of each paper is followed by a commentary.

National Training Seminar on Women and New and Renewable Sources of Energy. *INSTRAW. 1990. 46 pages. English. INSTRAW/SER.A/23.*

This report contains the results of the national training seminar on Women and New and Renewable Sources of Energy (NRSE), which was held 11-15 June 1990 in Dar-Es Salaam, Tanzania, at the Tanzania Bureau of Standards. The seminar was organized by INSTRAW as part of an Italian Government-funded project, and its objective was to test the joint INSTRAW-ILO/Turin multimedia modular training package on the subject of Women and NRSE in a national context.

The discussion of four main topics is summarized in the report: an overview of United Nations activities in the field of NRSE; the role of women in NRSE; characteristics and technologies of relevant NRSE systems; and design and implementation of NRSE projects and programmes. Two working groups were formed – one of men, and one of women – to discuss the latter topic from the viewpoint of each gender. The reports of all working groups are also included, as is a list of participants.

National Training Seminar on Women and New and Renewable Sources of Energy. *INSTRAW. 1990. 29 pages. English. INSTRAW/SER.A/25.*

This publication summarizes the results of a national training seminar on Women and NRSE, which was held at the National Research Centre in Cairo, Egypt, 24-28 June 1990.

The seminar was organized by INSTRAW in cooperation with the United Nations Development Programme (UNDP), the National Research Centre of Egypt and the Scientific Association of Arab Women in Egypt, as part of a project funded by the Government of Italy. The seminar gave scientists and experts the opportunity to exchange views and ideas on women's present role in society, as well as on their interests and energy needs.

The report summarizes the presentation of the INSTRAW-ILO/Turin Centre training package on Women and NRSE. Discussion of the major topics – an overview of United Nations activities in the field of NRSE; the role of women in NRSE; characteristics and technology of relevant NRSE systems; and design and implementation of NRSE projects and programmes – is also synthesized.

As discussed in the report, during the seminar an Italian company working in the field of energy – AGIP – discussed a pilot project for establishing a rural settlement in a remote and rainless desert region of southwestern Egypt, based on the exploitation of NRSE. The project is attempting to develop an integrated experimental agricultural and cattle breeding farm where a small, self-sufficient community can eventually be formed. The project is a joint venture of the Egyptian and Italian Governments.

Mujer, desarrollo y alternativas energéticas: fuentes de energía nuevas y renovables. *INSTRAW. 1990. 45 pages. Spanish. INSTRAW/SER.A/26.*

A seminar/workshop was held on "Women and NRSE" in Santo Domingo, the Dominican Republic, 11-13 December 1990, under the auspices of INSTRAW and the Dirección General de Promoción de la Mujer, the Institute's host country focal point *(see "Women and Energy", p. 38)*. As described in this report, the workshop was divided into five parts. The first concerned women and energy, and the second was devoted to alternative energy sources. A panel discussion by government representatives on the energy situation in the Dominican Republic comprises the third part, while the fourth part consists of the presentation of INSTRAW's modules on Women and NRSE. Discussions generated by a panel of representatives from various international development agencies – the fifth part of the report – centred on the experiences and strategies of those entities in implementing NRSE programmes and projects.

Annexed to the report are the workshop's programme, list of participants, a list of energy-related equipment exhibited at the event, a drawing of a solar stove and membership of the follow-up committee proposed by the workshop and of its Organizing Committee.

Workshop conclusions and recom-

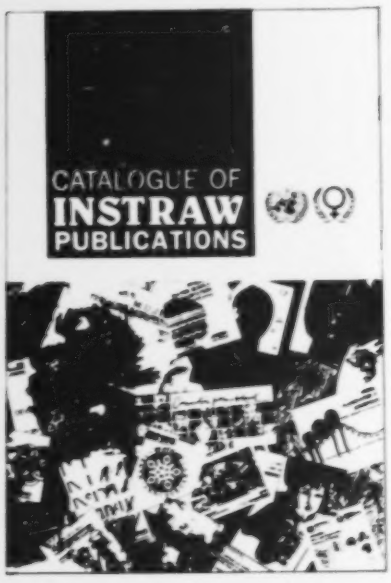
mendations, which are also contained in this publication, stress the current energy crisis in the Dominican Republic, aggravated by the decreasing supply of hydrocarbons and the contamination caused by petroleum-based conventional energy sources. Participants called for promoting projects on the manufacture, use and maintenance of solar-, wind- and biomass-based NRSE, developing reforestation programmes, planning an energy-saving awareness campaign and creating a database on women and NRSE.

Catalogue of INSTRAW Publications. *INSTRAW, 1990. 98 pages. English.*

This catalogue contains brief summaries of INSTRAW's publications during the past decade.

The publications concern the Institute's research and training activities as well as the reports of meetings in which it has been involved.

Publications are grouped into five main categories: research (studies, papers and surveys); expert group meetings; training (reports and proceedings, modular packages, manuals and bibliographies); public information (newsletters, booklets, portable exhibits, posters, charts and postcards, and audiovisuals); and publications arising from activities co-sponsored by the Institute.



In the research category, INSTRAW has done extensive work on statistics and indicators for measuring women's economic and labour activities, health and socio-economic differentiation and mobility. Research areas also include women and their economic contribution, the informal sector, technology, credit, WID studies and ageing.

Publications of training materials comprise the Institute's modular packages for educating women in the areas of water supply and sanitation and new and renewable sources of energy. There is also a module for female entrepreneurs in developing countries and a manual on women in development.

Mediterranean Training Seminar on Women and New and Renewable Sources of Energy. *INSTRAW. 1991. 101 pages. INSTRAW/SER.A/28.*

This publication contains the report of the Institute's Mediterranean training seminar (Ljubljana, Yugoslavia, 18-21 September 1990) and the text of the adapted INSTRAW-ILO/Turin Centre training modules on "Women, New and Renewable Sources of Energy for the Mediterranean Region."

Brief summaries of seminar presentations and the discussions of working groups are provided in the report. The bulk of the volume, however, is taken up by four modules.

Module 1 concerns the *potential for renewable energy sources in the Mediterranean countries*. It begins with a description of what author Peter Novak calls the "running out of resources myth". This refers to the fact that the world is continuously shifting from one resource to another not because old resources become exhausted but because new ones become more available and provide better products or services.

Dr. Novak, a mechanical engineer who heads a heating and solar energy lab in Ljubljana, then discusses the environmental impact of the long-term growth in energy use, such as the "greenhouse effect", acid rain and deforestation. The energy outlook based on the use of new technologies and changing consumption patterns is described, as are methodologies for evaluating renewable resources. Finally, there is a lengthy presentation of the NRSE potential in the Mediterranean region, with accompanying tables and maps depicting solar, wind, hydro, biomass and geothermal energy sources.

The *role of women in energy-intensive economy* is the subject of the second module, which deals with the formal employment of Slovenian women and their informal employment in housekeeping. On the basis of time-use surveys, this brief profile looks at structural tendencies (revenues/income, free time, budget and household preferences), workload, statistics on household appliances in Slovenia and education, and proposes related research and training activities.

A third module, on *energy use in Slovenia*, presents the main issues in outline form, while the fourth – on *new energy mixture for domestic and tertiary use for improved environment in Slovenia*, explains the causes of ecological damage in that region and outlines the history of energy development there. Present and future means of repairing that damage are also discussed.□

Book Notes

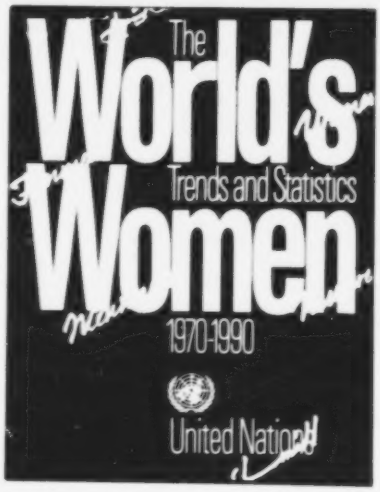
The World's Women 1970-1990: Trends and Statistics. *United Nations Department of International Economic and Social Affairs Statistical Office and Centre for Social Development and Humanitarian Affairs. New York, 1991. 121 pages. ST/ESA/STAT/SER.K/8.*

This volume contains indicators on women's situation in the following key areas: families and households; public life and leadership; education and training; health and child-bearing; housing, human settlements and the environment; and women's work and the economy. It is intended to provide the numbers and analysis needed to understand how conditions are changing or not changing for women, so that concerned women and men can persuade public and private decision makers to change policies that are unfair to women and to inform people everywhere about how much women contribute to economic life, political life and family life.

The publication was conceived as a statistical sourcebook. Country and area data were assembled on indicators that capture conditions of women and then grouped into regional averages. The regional averages were analysed and interpreted for presentation in texts and charts. *The World's Women* provides the most complete presentation so far of how women fare in different parts of the world.

An overview of the world's women constitutes the book's first chapter. It discusses regional trends; gaps in policy, investment and pay; and overall trends in each of the demographic categories outlined above. In addition to nine major tables of indicators, there are three annexes: the Nairobi Forward-looking Strategies; the Convention on the Elimination of All Forms of Discrimination against Wommen, and geographical groupings of countries and areas.

As noted in the foreword, the statistics indicate that women are finding and exploiting new economic opportunities and assuming greater economic roles. Their economic employment, however, generally lodged in subsistence agriculture and services with low productivity, is separate from men's, and their incomes have remained lower. Much of the work women do is still not considered to be of any economic value – and is not even measured.



The volume is a collaborative effort of many United Nations bodies, including the United Nations Children's Fund (UNICEF), the United Nations Population Fund (UNFPA), the United Nations Development Fund for Women (UNIFEM) and the Division for the Advancement of Women (United Nations Office at Vienna). INSTRAW and the United Nations Development Programme (UNDP) provided supplementary funding for the wall chart entitled "The Situation of Women 1970-1990–Selected Indicators" (reviewed in *INSTRAW News 14*).

Economic and Social Progress in Latin America: 1990 Report. *Inter-American Development Bank, Washington, D.C., 1990. 307 pages. ISBN No. 0-940602342.*

This three-part report reviews the 1980s, which it terms "a traumatic period in which the region was confronted by the most severe economic crisis since the 1930s". The first part contains a regional overview of the international economic context that led to the debt crisis and discusses the cost of adjustment not only in macroeconomic terms but also in the social dimension. A special section on "Working Women in Latin America" emphasizes the importance of including the issue of female labour – particularly in the informal sector – in the region's development strategies as well as the need for improved working conditions and increased productivity. The section ends with specific recommendations to improve the participation and productivity of women in the regional economies and on the roles that should be assumed by the public and private sectors.

The statistical appendix comprising the third part of the report provides a new set of national accounts expanded to include year-by-year data for the decade, expressed in constant 1988 dollars. Country tables are given on urban and rural population, gross domestic product, consumption, investment, exports and imports, value added by several sectors, central government finances, the balance of payments and external debt.

Tools for Community Participation: A Manual for Training Trainers in Participatory Techniques. *Lyra Srinivasan. PROWWESS/UNDP Technical Series Involving Women in Water and Sanitation. New York. 1990. 179 pages.*

This book is intended to give project staff a detailed account of SARAR,

the approach applied by PROWWESS – the United Nations Development Programme's interregional project for the Promotion of Water and Environmental Sanitation Services – to participatory training. As the author explains, "the participatory approach – often known as learner-centred – has evolved over the past decade as a means of helping learners take greater control of their lives and their environment by developing their skills in problem-solving and resource management. Unlike traditional teaching methods which have emphasized the transfer of knowledge, messages or content preselected by outside specialists, participatory training such as SARAR focuses more on the development of human capacities to assess, choose, plan, create, organise and take initiatives".

Accordingly, the SARAR approach involves five characteristics, the initial letters of which together form the acronym SARAR: self-esteem; associative strengths; resourcefulness; action planning, and responsibility.

A short video has been produced as a complement and introduction to the manual. Written to serve as a discussion starter, it is directed to trainers and focuses on PROWWESS's field experience in adapting and building on the SARAR methodology in the water supply and sanitation (WSS) sector.

Many of the techniques and activities included in the manual are described in a "how-to", step-by-step fashion. Field insights, interwoven throughout the text, set forth the application of the "PROWWESS approach" ... closer range.

The manual consists of two parts. Part I: Launching Community Participation discusses community participation in development, focusing on such concepts as "cheap labour", "cost-sharing", "contractual obligation" and "community decision-making"; planning a participatory training programme; resources and logistics for organizing workshops; designing the participatory workshop, which calls for three phases (immersion, encounter and evaluation and follow-up planning); simple daily evaluation techniques and activities, and follow-up planning.

Part II describes 39 participatory training activities, with notes to the trainer on selecting and sequencing activities, categories of training activities and descriptions of the activities. The section on categories discusses relevant methods – creative, investigative, analytic, planning and informative – and provides indices of related activities. At the end of the manual are a glossary, list of materials for further reading and training and a list of PROWWESS/UNDP publications.

Notes from the Seminar Serie: The Determinants and Consequences of Female-Headed Households. *Lisa A. McGowan, ed. Washington, D.C.: International Center for Research on Women and the Population Council, 1990.*

This volume contains the notes from four seminars held by the International Center for Research on Women (ICRW) and the Population Council in 1988-1989, on the following topics: concepts and classifications of female-headed households; implications and applications for national statistics; consequences of female headship and female maintenance; determinants of households headed or maintained by women: considerations of the lifecycle; and family structure, family headship and poverty in developing countries: issues for the 1990s.

The seminars, which were funded by the United Nations Population Fund (UNFPA), were directed at development professionals, donor agencies and scholars. To order a copy, contact the ICRW programme assistant at 1717 Massachusetts Ave. NW, Suite 302, Washington, D.C. 20036.

Mothers on Their Own: Policy Issues for Developing Countries. *Nancy Folbre. Washington, D.C.: International Center for Research on Women and the Population Council, 1990.*

This report provides a general overview of the interplay among economic development, household structure, family and social policy. It explores three separate but related questions: How is "headship" conceptualized and maintained? What determines the incidence of female headship and the percentage of families maintained by women alone across countries and over time? What are the economic consequences, for women and children in particular?

To order a copy, contact the ICRW at the address above.

"Mujer y Esclavitud en Santo Domingo". *Celsa Albert Batista. Ediciones CEDEE, Santo Domingo, Dominican Republic, 1990. 130 pages, Spanish.*

This book traces the history of black Dominican women, from their African origins and role in the slavery system to their contribution to the development of a Dominican cultural identity. It describes the process by which the African and European cultures merged and shows how socio-racial stratification during the colonial period resulted in the marginalization of, and discrimination against, black Dominican women.

The author also looks at interethnic relations and their social significance for Latin America and the Caribbean, and examines the role of Dominican women of African origins in religious syncretism, folk art, cooking and family life. □

In-House News

• In September, the Universidad Católica Madre y Maestra, based in Santo Domingo, sent two visitors to the Institute to discuss possible cooperation: Mirna Guerrero Santiago, Dean of Social and Administrative Sciences, and Carmen González, Head of the Department of Social Work and Sociology.

• *Former INSTRAW Deputy Director, Krishna Ahooja-Patel, who now holds a chair on Women in Development at Mount St. Vincent University in Halifax, Canada, paid a courtesy visit to the Institute.*

• Julia Tavares, who holds an M. Phil. in Anthropology from Yale University, has recently been appointed Associate Social Affairs Officer. She is from the Dominican Republic.

• *In October, Margaret Snyder, former Director of the United Nations Development Fund for Women (UNIFEM) and current member of the Board of Trustees of Appropriate Technology International (ATI), an NGO based in Washington, D.C., came to INSTRAW on an unofficial visit while in Santo Domingo doing follow-up programmes sponsored by those two organizations.*

• Marguerite Berger, Advisor on Women's Affairs to the Department of Development Projects of the Inter-American Development Bank (IDB), worked with INSTRAW as a consultant on credit for women.

• *The wife of the Swiss Consul in the Dominican Republic, Gudrun Lavint, volunteered some time to the Institute in November.*

• From the local office of the United Nations Development Programme (UNDP), Elena Ferrati, a consultant in charge of the WID Unit, paid a working visit to the Institute.

• *Dr. Sigrid Moller, Senior Advisor, Women in Development, from the German Agency of Technical Cooperation, was briefed on INSTRAW's programmes and activities, along with a group of experts from Nicaragua, Honduras, Guatemala and Costa Rica, attending a seminar on women and violence organized by the local office of the World Health Organization (WHO).*

• Nohra Rey de Marulanda, Manager of the IDB's Department of Economic and Social Development in Washington, and Nelson Ocampo, IDB's local representative, paid a courtesy visit.

• *Soukeyna Diaye from the United Nations Development Programme (UNDP) in Africa, visited the Institute to discuss the informal sector project.*

• Communications Officer Elisabeth Marsollier left the Institute in December 1990 to take up a position with the United Nations Environment Programme (UNEP) in Nairobi.

• *Ginny Taule, from the Instituto Tecnologico de Santo Domingo (INTEC), and Yamile Azize, who works in the Women's Studies Program of the University of Puerto Rico, attended a meeting to explore possible collaboration on INSTRAW's WID curricula programme.*

• Annette Svensen, from the Ministry of Foreign Affairs, Stockholm, was informed of the Institute's programmes and activities.

• *Magaly Pineda, General Coordinator of the Centro de Investigación para la Acción Femenina (CIPAF), a Dominican NGO, gave two lectures to the Institute's staff on CIPAF's non-sexist education programme, entitled "Women, Oppression and Subordination" and "Women and Resistance".*

• In February, Els Hocken of UNIFEM visited the Institute on her way back to New York from a meeting in Ecuador.

• *Rosa Rita Alvarez, the new Executive Director of Mujeres en Desarrollo (MUDE), a local NGO, visited the Institute.*

• Jennifer Alexander-Terry, from the Women's Research Institute of Virginia Technological University, Blacksburg, Virginia, paid a courtesy visit to INSTRAW in March.

• *Sonja Harris, a consultant for the International Labour Organisation (ILO), visited INSTRAW. She is currently engaged in a study on day-care centres in the British Caribbean.*

• Stella Pieters and Anne Celline Oedit Doebe from Curaçao visited INSTRAW to gather material and documentation on the situation of women in Latin America and the Caribbean over the past five years.

• *In April Sandra Bertoli, of the United States, joined INSTRAW as Communications Officer. She completed course work for a Ph.D. in Development Sociology at Cornell University.*

• Altagracia Paulino, Coordinator of the Women's Integration Programme of the Confederación Dominicana de Cooperativas (CODOCOOP), met with INSTRAW staff to exchange views and consider areas of cooperation. □

Margaret Shields Named New INSTRAW Director

Secretary-General Javier Perez de Cuellar welcoming Ms Margaret Shields. UN photo

Margaret Shields, New Zealand's former Minister of Women's Affairs and long-time parliamentarian, was appointed the Director of INSTRAW by Secretary-General Javier Perez de Cuellar.

From 1984 to 1990, Ms Shields held several portfolios as a cabinet minister, including consumer affairs, education, statistics, customs, housing, and senior citizens. Prior to her election to Parliament in 1981, she spent nine years as a social statistician in the New Zealand Department of Statistics, where she helped to develop a social indicator programme and produced her country's first profile on women.

In 1988, Ms Shields co-founded the Society of Research on Women in New Zealand. She is currently a member of the Policy Council of the New Zealand Labour Party, a member of the Labour Women's Council and a Vice President of Socialist International Women.

Educated at Wellington Girls College and Victoria University of Wellington, where she obtained a B. A. in Sociology and did postgraduate work in demographics, Ms Shields is married and has two adult daughters. □

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INSTRAW

INSTRAW news

The main purpose of *INSTRAW News* is to report on the work of the Institute and, in doing this, to record research trends, disseminate training materials, and promote networking on women in development issues at a global level. The editorial policy of INSTRAW is to select events, news and items linked with its programmes and related activities.

INSTRAW News is published in English, French and Spanish, with a circulation of 14,500, distributed to governmental and non-governmental organizations, research centres, women's groups and individuals in over 120 countries.

Letters and comments of readers are most welcome. Long letters may be edited for reason of space.

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